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CAUT ACPPU
BULLETIN

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Vol. 42, No. 3—March 1995 mars

The President's Territory

What Maclean's Did Not See at Mount Allison University

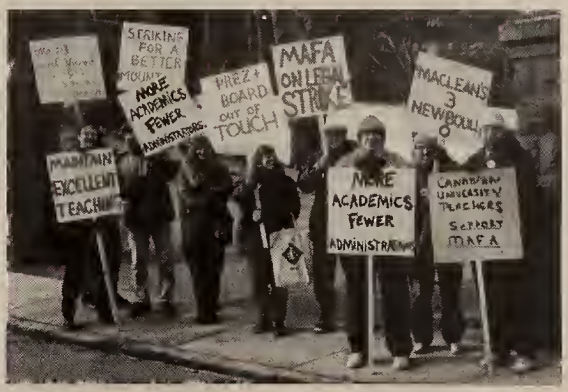
BY MICHAEL THORPE

A DARK SHADOW LOOMS OVER Mount Allison. It is the prospect of another five-year term for President Ian Newbould.

The Chancellor-elect, Mr. Purdy Crawford, praises his "capable leadership" (Telegraph Journal). Like any good CEO he has balanced the budget and retired the debt. Of coutse, there's been a debit side, which Mr. Crawford diplomatically understates: "an adversarial process" was necessary which created "a certain amount of strife."

"A certain amount?" Two bitter, unprecedenred strikes, of the faculty and staff associations, in two years, reactions not simply to necessary cutbacks but to abrasive and oppressive administration. There's a need for "healing," Mr. Crawford acknowledges — more than that, for major surgery.

The inevitable pain of cutbacks was aggravated by a cold, authoritarian and insensitive style of management. The President revels in confrontation and mouths clichés of combat; it "comes with the territory," as he put it in a recent interview. It would be more accurate to say that he brought the territory to Mount Allison with him. He cannot tolerate criticism, because he's incapable of imagining or conceding it is well-intentioned or justified. (Even the all-powerful Premier McKenna concedes, "We shouldn't be impervious to criticism," (Telegraph Journal Jan. 1995). Critics are dismissed as malevolent "axe-grinders." He prefers to govern by edict, takes little account of faculty input through committees, surrounding himself with a compliant *politburo* in The Kremlin of Centennial Hall. His administrative entourage are the President's Men, who (whatever their private views) can be counted on to voice no public opposition. When the Deans were appointed, he confirmed only those recommendations by search committees that suited him. The Senate's authority has been eroded, likewise the Faculty Council's, both of which he likes to repeat are merely "advisory" bodies. The faculty and staff associations, the unions, are simply adversaries. There have been so many breaches of the collective agreement that it's impossible to contest them all. And like some other hard-nosed university administrations, Mount Allison's has consumed public money in needless arbitrations, in effect using its employees' taxes against their own self-interests.


STRIKING FOR A BETTER MOUNT
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CANADIAN UNIVERSITY TEACHERS SUPPORT MAFA
ABOVE: Mount Allison in 1992 — a bitter strike of the faculty association.

The President's closest henchman, the new Vice-President (Academic), Dr. L. Visentin has quickly proved to be the ultimate President's Choice. Some had hoped that this newcomer from Memorial might countetbalance the President with a more sensitive, open style, but they have been disappointed (ironically, including this writer, who sat on the search committee that tecommended him.) Sharing the President's distaste for open communication, the VP makes arbitrary, undefended decisions, preferring to control at arm's length. His hostility to individuals and certain departments is as evident as the President's — and, like the President, he is dogmatic and overbearing. Through their prejudiced judgments, excellent potential recruits to faculty have been lost: although a biochemist, the Vice-President Academic knows best what the English Department needs, and recently vetoed an excellent nominee. The President turned down a candidate strongly supported by the Education Department on the grounds that she would not

See PRESIDENT.. Page 5 ☞

Le budget 1995 — Désengagement et changement de cap

LE BUDGET DE PAUL MARTIN donne le signal que le gouvernement libéral actuel se désengage de ses promesses de soutenir l'enseignement postsecondaire, de la recherche et du développement. Peu importe la crédibilité que le document *Pour la création d'emplois* ait pu donné à l'engagement des Libéraux envers le secteur universitaire et collégial, cette crédibilité, maintenant, s'est évanouie.

Les préoccupations pré-électorales qui avaient animé les Libéraux sur le besoin d'améliorer la qualité du système d'enseignement postsecondaire et d'y investir ont rapidement disparu de leur liste de priorités, malgté les résultats d'un sondage récent révélant que les Canadiens considèrent encore l'éducation comme le secteur sur lequel le fédéral devrait concentrer son activité.

Les préoccupations pré-électorales sur l'enseignement postsecondaire ont disparu.

Les perspectives pour le financement sont sombres. Les paiements de transfert actuels en vertu du Programme de financement établi (FPE) pour l'enseignement postsecondaire et la santé seront maintenus en 1995-1996 à leur niveau actuel. Dès 1996-1997, toutefois, les transferts aux provinces au titre de l'enseignement postsecondaire, de la santé et de l'assistance sociale, sous l'égide du Régime d'assistance publique du Canada (RAPC), seront combinés en un seul programme de transferts global appelé Transfert social canadien (TCS).

Cette réforme donnera lieu à des compressions considérables. Selon les accords actuels, le montant total versé aux provinces au titre du RAPC et du FPE pour 1995-1996 s'élèvera à quelque 29,7 milliards de dollars, dont 6,25 milliards en espèces et en points d'impôt pour l'enseignement postsecondaire. En 1996-1997, le nouveau Transfert social canadien se chiffrera à 26,9 milliards de dollars, une baisse de 2,8 milliards de dollars, ou de 9,4 p. 100. En comptant l'inflation, le manque à gagner risque d'être de plus de 10 p. 100 en termes réels.

En 1997-1998, il y aura une autte réduction de 1,8 milliard de dollars ou de 6,7 p. 100. D'après les chiffres de l'AUCC, l'effet combiné de ces coupes et de la croissance prévue de la valeur des points d'impôt se traduira en 1997-1998 par des transferts en espèces en vertu du TSC de 39 p. 100 inférieurs aux transferts en espèces du FPE et du RAPC en 1994-1995.

Le budget est muet quant à l'application d'une formule permettant la croissance des points d'impôt et des transferts en espèces. En

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Le fédéral renonce à ses responsabilités

La mode actuelle consistant à déléguer aux provinces des pouvoirs du fédéral est l'une de ces passions collectives, à l'instar de l'exonération de l'impôt sur les gains en capital, à laquelle les Conservateurs succombent périodiquement, oublieux des contradictions internes. Cette même ferveur étrange semble avoir envahi l'aile conservatrice «dominante» du parti Libéral fédéral.

Voir ÉDITORIAL... à la page 24

Resources on Violence Against Women

Fresh Start — A booklet for women in abusive relationships and others who want to understand the issues. French or English.
Price: 6 or more $2.75 ea.
1 - 5 $3.25 ea.

There's No Excuse For Abuse — Find out what actions we can all take to stop violence against women. Resource kit includes tear-off information display pad, up-to-date resources. French or English.
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Community Action on Violence Against Women, YWCA of Canada
Tel: (416) 593-9886 Fax: (416) 971-8084

LETTERS COURRIER

Amazed by academia

Professor Klaus E. Rieckhoff criticizes the respondents to the Maclean's survey for operating on "hearsay," for having an "utter absence of substantial and reliable knowledge," for being "intellectually bankrupt." (January Bulletin)

And what substantial and reliable basis does he offer for this opinion? Why, "we may take it for granted..." that the respondent's knowledge corresponds to what he guesses it is.

Isn't academia wonderful?

WALTER KASTEN
Winnipeg

Tories paved way for savage attacks?

I was pleased to see that CAUT is taking the elected dictatorship of Nova Scotia Premier John Savage to the International Labour Organization for its suppression of free collective bargaining and its successive freezes and rollbacks.

I feel obliged to point out, however, that the first of the three acts cited in Kevin Banks' otherwise helpful article, the initial act in restraint of public sector compensation (1991) was passed not by the current so-called Liberal government but by its Tory predecessor, the government of then premier Donald Cameron.

Although I agree that the Liberal interference is more severe, longer and more dangerously far-reaching than its conservative precursor, we should not lose sight of the fact that the precedent was set in 1991 and that, in the view of some of us, a serious error of judgment was committed when NSCUFA and CAUT did not exert every effort at that point to take collective legal, political and labour action against what was then a dying Tory government with a precarious majority of one seat.

Cameron's government simply got away with it, and Premier Savage has simply carried his measures one or two large steps further. The suppression of collective bargaining and the reduction of wages in Nova Scotia has, consequently, gone far beyond that experienced in other provinces, which should take our fate as a cautionary tale and shun complacency.

DANIEL WOOLF
History, Dalhousie University
Treasurer, CAUT Collective Bargaining Cooperative, 1991-1993

Dr. Margaret Royal scholarship established

The death of Dr. Margaret Royal (Wilfrid Laurier BA '78 Honours, MA '79, Queen's PhD '85) on Jan. 28, 1995, represents a great loss to her friends and family and to the Political Science community. Margaret was a member of the Political Science Department at Saint Mary's University. As well, she was a passionate feminist academic and activist who fought hard to improve the conditions of women everywhere.

A scholarship in her name has been created to honour her memory and commemorate her contribution to the academy. Donations are invited and should be made payable to the Dr. Margaret Royal Scholarship Fund, c/o Dr. Fred Nichols, Dean of Students, Wilfrid Laurier University, 75 University Avenue, Waterloo ON N2L 3C4.

LINDA TRIMBLE
Political Science, University of Alberta

LETTERS continue.../COURRIER suite à la... Page 8 ☞

1995 3M FELLOWSHIPS

Call for Nominations

The Society for Teaching and Learning in Higher Education (STLHE) and 3M Canada Inc. are pleased to announce the continuation of the 3M Fellows Program with up to 10 awards for 1995.

The Award

- a citation of excellence in recognition of exemplary contributions to teaching and learning.
- a 3-day retreat at Chateau Montebello. All expenses are paid as part of the award.

Eligibility

- Open to any individual teaching at a Canadian university regardless of discipline or level of appointment.

Criteria for the Award

- Excellence in teaching over a number of years principally (but not exclusively) at the undergraduate level, and
- commitment to the improvement of university teaching within the candidate's own institution and perhaps beyond.

Nomination Procedure

- A standard nomination form is required.
- Nomination forms are available from the Office of the Vice-President (Academic), or directly from:

STLHE/SAPES
c/o Instructional Development Centre
General Sciences Bldg., Room 217
McMaster University
Hamilton, Ontario L8S 4K1
(905) 525-9140 ext. 24540

Nomination Deadline: May 12, 1995

PRIX DE RECONNAISSANCE PROFESSIONNELLE 3M - 1995

Mise en candidature

La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et 3M Canada Inc. sont heureuses d'annoncer qu'elles poursuivent le Programme de reconnaissance professionnelle et que, cette année, elles décerneront jusqu'à 10 prix.

Le prix

- une mention d'excellence en reconnaissance de contributions exemplaires dans les domaines de l'enseignement et de l'apprentissage.
- un séjour au Château Montebello, toutes dépenses payées (3 jours).

Admissibilité

- Est admissible toute personne qui enseigne dans une université canadienne, quels que soient sa discipline et son poste.

Critères de sélection

- Avoir fait preuve d'excellence en enseignement depuis un certain nombre d'années particulièrement - mais non exclusivement - au niveau du premier cycle, et
- Se dévouer à l'amélioration de l'enseignement universitaire dans sa propre institution, et peut-être même au-delà.

Comment poser sa candidature

- Il faut utiliser le formulaire officiel de mise en candidature.
- On peut se procurer le formulaire au Cabinet du vice-recteur à l'enseignement ou directement à la SAPES à l'adresse et au numéro de téléphone mentionnés ci-contre.

Date limite pour la présentation des candidatures : le 12 mai 1995

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C'est bientôt, du 27 au 30 avril 1995.

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Managing Editor/Rédactrice en chef: Liza Duhaime
Editorial Assistant/Adjointe à la rédaction: Louise D'Anjou
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Labour-Sponsored Funds Bustin' Out All Over

Venture Capital Investing: The risks are high, but so are the potential returns & the tax benefits are excellent, especially within an RRSP.

BY STEPHEN KATMARIAN

BUYING A LABOUR-SPONsored fund used to be easy because there was only one, *Working Ventures Canadian Fund Inc.*

Today, there are 17 across Canada and more on the way. Each fund has a different slant to its investment style and mandate.

You can safely ignore the more glamorous new labour fund offerings, focusing on everything from entertainment to sports. It's better to look at funds with a general mandate and excellent managers.

Labour-sponsored funds engage in "venture capital investing," putting money into small to medium-size companies that are in a startup or expansion phase. The risks are high, but the potential returns are the highest of any kind of investment.

A great attraction is the excellent tax benefits these funds provide. You receive an immediate tax credit of $2,000 on a maximum investment of $5,000. And because the funds are RRSP-eligible, there are additional tax savings if they are used for a contribution to a registered retirement savings plan. You get the tax credit right away, but you are required to hold for five years to keep the credit.

What To Look For

• Management. The key ingredient for success in venture investing is excellent investment management. Look for a fund that has a proven management team — a team with a good record of success at venture investing.

There is no shortage of labour fund managers with little or no performance record. Experienced management will have the contacts that are essential for finding quality investments.

The reality of the investment business is that such contacts are an essential factor for success. Investors should look for a fund that has the intention to invest in established companies as opposed to startups.

Startup situations are the riskiest kind of venture investment. A labour fund's prospectus will outline what kind of experience management has. Read the prospectus of a number of different funds and try to read between the lines.

• Diversification. Seek out labour funds that are diversified across a number of industries. Ideally, investments should also be diversified by region and company size.

Avoiding a concentration in any one industry reduces a fund's potential volatility. A fund able to invest in any industry also has a much wider variety of investments to choose from, and has a better chance of selecting quality investments.

• Size. Venture capital investing, more than any other kind of investing, depends on diversification for long-term success. Ron Begg, the president of the largest labour fund, refers to the two-six-two rule: "For every 10 investments we make, we expect to make big hits with two, break even with six, and lose money on two."

Proper diversification requires a certain level of assets. A stock fund with $3-million or $4-million in assets has an advantage over larger funds, however, the opposite can be true in venture investing.

Any venture fund with less than $12-million in assets may have a problem diversifying properly and maintaining a cash reserve for redemptions. A $12-million level in assets would allow the manager to make 10 deals of $1-million each, and keep $2-million in cash on hand.

Some would argue that the minimum safe level of assets is much higher. Most of the funds around today are aiming to accumulate at least $40-million in assets. All may not achieve this goal.

Today's two best labour funds are *Integrated Growth Fund*, a relative newcomer, and Working Ventures, the oldest and largest of the lot.

Integrated Growth Fund

I like Integrated Growth Fund (IGF) because its investment manager is Premier Capital Management Ltd., a well regarded merchant banking firm. The investment manager's skill in identifying businesses with a profitable future is the key to success in this type of investing.

Of all labour funds available, IGF has the greatest depth of management. Gerry Stein, Premier Capital's president, and the rest of IGF's management team collectively have extensive merchant banking experience. (Merchant banking is very similar to venture capital investing.) This is important, as the way a deal is structured has a lot to do with a fund's performance.

IGF's intent is to focus on companies that are in an expansionary phase as opposed to a developmental phase.

That increases the likelihood of investors making a good return on their money, because the riskiest types of venture investing are avoided. This fund is now available only in Ontario, but may eventually be accessible in other provinces. IGF has assets of about $9-million and is fully invested in a variety of high-quality situations.

Working Ventures Fund

This is the best labour fund choice for conservative investors. Working Ventures is one of the few labour funds that has enough assets to diversify properly. Many of the labour funds available today are so small that risk is amplified because of a lack of diversification.

Working Ventures is to be commended for investing its assets at a slow and careful pace. Mr. Begg, Working Ventures founder and president, has also helped bring about relaxation of the onerous investment restrictions that used to apply to labour funds.

The notion that Working Ventures will be hit with taxes and penalties because of tardiness in investing is unfounded. The deadlines that were applicable have been set back, and Working Ventures is well on track to be fully invested.

Mr. Begg says that Working Ventures will invest 60 per cent of assets in venture capital and always keep 40 per cent in treasury bills and high-quality bonds.

That's good news for investors, because it means that there is a properly diversified venture portfolio tempered by a large portion of assets in very low risk instruments.

With more than $300-million in assets, this is by far the biggest labour fund. So far, it has made $70-million in venture investments.

The fund's five-year record is about 5 per cent — anyone who made an investment five years ago has done much better than that, however, given the tax breaks. Working Ventures is available with full tax credits in Ontario, Nova Scotia, New Brunswick, Prince Edward Island and Saskatchewan.

See LABOUR FUNDS... Page 6 ☞

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TAX FACTS

The Budget & Income Splitting to Maximize RRSPs

BY STEVEN DYCK

By the time this is read, Canadians will know the worst of the 1995 federal budget and possible tax increases. There is more urgency in the financial press about the failure of Canadians to save adequately for retirement, so RRSPs will continue to receive a great deal of attention. Some devices used to increase the scope for saving within RRSPs, such as keeping the $8,000 over-contribution amount fully funded, may be ended by the budget.

It is also possible the $400,000 capital gains exemption on shares in small Canadian businesses will be phased out, though this is less relevant to most taxpayers than the $100,000 personal property capital gains exemption. This exemption must be claimed in the 1994 tax return or is lost permanently.

Some older taxpayers are reluctant to use it because, for example, they know the deemed capital gain — by raising their "net income" even if not their taxable income — will mean clawback of OAS and partial loss of their age credit. However, if the property is, for example, a cottage to be passed eventually to surviving children, it is not unfair to ask the children who are the future beneficiaries, who stand to save substantial taxes in the future, to make good to their parents the clawback of 1994's OAS.

Older couples who have not yet begun to prepare their affairs to maximize opportunities to income-split their retirement income should begin soon. To the extent possible, funds should be put into a spousal RRSP so that — in situations where the husband expects retirement income from a private plan well in excess of his wife's — the pension income streams from the two are brought somewhat into line. This will not only prevent a situation where one spouse is in a high bracket and the other in a low bracket, but can lower the higher income for purposes of OAS clawback, and the old-age tax credit reduction.

Beyond this, however, if the spouse in the spousal plan is younger, funds can be left in longer to accumulate tax-free before mandatory withdrawal begins, even after the older spouse has collapsed his or her plans already. This is even more useful for the taxpayer who has already reached 71 and collapsed his or her RRSPs. As long as he or she still has qualifying "earned income," he or she can contribute to a spousal plan and claim a deduction, until the spouse turns 71. ■

(Steven Dyck, C.A., is senior manager with Robertson & Hill, chartered accountants in Ottawa. Readers of this article should note that the material presented herein is expressed in general terms. The particular circumstances of any individual's tax situation must also be taken into account. Accordingly, we suggest that no action be taken solely on the basis of the information provided herein and that in many cases professional advice should be obtained.)

Le budget 1995

Désengagement et changement de cap

SUITE DE LA PAGE 1

l'absence d'une telle formule, les transferts en espèces risquent de disparaître avant la fin de la décennie dans certaines provinces. [Document d'information de l'Association des universités et collèges du Canada sur le budget 1995]

La nature non différenciée du nouveau transfert global va amplifier les conséquences de ces compressions sur le secteur postsecondaire. D'après M. Martin, les provinces seront libres de choisir les priorités

Face à un budget avec lequel le fédéral a déraisonnablement tenté de réduire la dette publique nette au détriment de la fonction publique et des programmes sociaux, le milieu postsecondaire dispose d'une année de répit pour modifier le TSC avant son entrée en vigueur.

où seront imparties les sommes transférées. Elles seront toutefois tenues de respecter les principes de la *Loi canadienne sur la santé* et de fournir des services d'aide sociale sans exiger de durée minimale de résidence.

Quant à l'enseignement postsecondaire, le dernier élément de la trinité, le gouvernement fédéral a laissé la vague assurance qu'il collaborerait avec les provinces pour élaborer un ensemble de principes communs. Il est vrai que les gouvernements provinciaux, en vertu du FPE, n'étaient pas tenus de dépenser les transferts fédéraux pour l'enseignement postsecondaire. Ils avaient toutefois une certaine raison morale de le faire, ce qui n'existe plus avec le TSC. De plus, l'influence que le gouvernement exercait encore disparaîtra en même temps que les transferts en espèces.

La promesse des Libéraux, dans le livre rouge, de stabiliser le financement des conseils subventionnaires a également payé le tribut de la nature. L'exemption de réduction des dépenses du budget de l'année dernière n'était qu'un répit temporaire. Avec le budget de cette année, les fonds du CRM seront réduits de 10 p. 100 au cours des trois prochaines années tandis que ceux du CRSNG et du CRSH diminueront de 12,9 p. 100.

Les ministères fédéraux perdront également des crédits de recherches. Les dépenses du Conseil national de la recherche diminueront de 76 millions de dollars au cours des trois prochaines années, l'aide du ministère du Solliciteur général aux centres de criminologie universitaire s'envolera en fumée et les dépenses en recherche d'autres organismes comme la Société canadienne d'hypothèques et de logement et l'Agence spatiale canadienne baisseront.

Ainsi que le secrétaire d'État l'a laissé voir en tentant de convaincre les représentants du milieu de la recherche lors d'une rencontre tenue après le budget, il se peut fort bien que le ministère des Finances ait dû revenir sur son intention première de faire tomber le couperet. Il s'agit toutefois d'une maigre consolation pour les personnes obligées de faire face aux conséquences du budget sur les programmes de recherche et de développement.

La collectivité universitaire subira également le contrecoup des compressions à la Société Radio-Canada et à l'Office national du film ainsi que d'un examen prévu d'autres organismes culturels non précisés à la lumière de perspectives financières plus serrées.

Face à un budget avec lequel le fédéral a déraisonnablement tenté de réduire la dette publique nette au détriment de la fonction publique et des programmes sociaux, le milieu postsecondaire dispose d'une année de répit pour modifier le TSC avant son entrée en vigueur.

M. Martin a déclaré que le gouvernement pouvait choisir la voie du «conservatisme» ou du «renouveau». Pour les universités et les collèges, il s'agit d'un désengagement et d'un abandon des promesses du livre rouge. ■

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SSHRC Awards Laskin Fellowship

THE ROLE OF CANADIAN governments in supporting or opposing human rights claims under the Charter of Rights and Freedoms is the focus of a new study by the winner of the 1994 Bora Laskin National Fellowship in Human Rights Research.

Dr. F. L. (Ted) Morton, a professor of political science at the University of Calgary, has been awarded the $45,000 Laskin fellowship by the Social Sciences and Humanities Research Council of Canada (SSHRC).

"Despite the fact that federal and provincial governments have constituted the most frequent intervenors in Charter cases," says Dr. Morton, "there has been no systematic study of their legal arguments. We know neither how governments have tried to influence judicial development of the Charter nor whether they have succeeded. This study seeks to answer those questions in order to gain a better understanding of how the law governing our rights and freedoms is developing."

ABOVE: Dr. Morton will study Charter of Rights.

Dr. Morton will review and analyze the legal arguments presented by the Quebec, British Columbia, Alberta, Saskatchewan, Ontario and federal governments in Charter cases heard by the Supreme Court of Canada between 1982 and 1992. ■

Universités en Nouvelle-Écosse: Comité d'enquête mis sur pied

FUSIONNEMENT, FERMETURE et contingentement sont à l'ordre du jour du programme gouvernemental de rationalisation de l'enseignement postsecondaire en Nouvelle-Écosse. Ces initiatives pourraient provoquer le plus grand bouleversement du système universitaire néo-écossais depuis son essor des années soixante.

Le gouvernement libéral de la Nouvelle-Écosse a chargé le Nova Scotia Council on Higher Education d'examiner les programmes des universités et de formuler des recommandations. Le gouvernement publiera à l'automne le fruit de ces travaux sous forme de livre blanc. Le gouvernement a rendu public un livre vert sur la réforme des universités dans lequel il propose la restructuration des 13 établissements d'enseignement.

Invoquant l'inquiétude qui se généralise au sein du corps professoral et d'autres groupes au sujet du processus utilisé pour la formulation des recommandations, la Confédération des associations de professeurs des universités de la Nouvelle-Écosse (CAPUNE) a demandé à l'ACPPU de mettre sur pied un comité qui enquêtera sur l'équité et la logique de la rationalisation des universités en Nouvelle-Écosse.

John D'Orsay, directeur général de la CAPUNE, a déclaré que la recherche d'une solution unique pour l'avenir des universités était peu judicieuse.

Dans le but d'obtenir l'opinion informée d'un tiers, l'ACPPU a créé un comité d'enquête de trois membres qui examinera l'ensemble du processus. Des décisions découleront de ce processus qui auront des répercussions sur les ressources humaines et l'accessibilité des étudiants aux études universitaires.

Membres du Comité d'enquête

Gerry Clarke, sciences de l'éducation, Université du Nouveau-Brunswick (président) — M. Clarke a été doyen de la faculté des sciences de l'éducation de l'Université du Nouveau-Brunswick et président de l'Association of University of New Brunswick Teachers et de la Fédération des associations de professeurs des universités du Nouveau-Brunswick.

Mark Graesser, sciences politiques, Memorial University of Newfoundland — M. Graesser a été directeur du département de sciences politiques à l'université Memorial et président de la Memorial University of Newfoundland Faculty Association. Il a été expert-conseil pour la commission royale sur l'éducation de Terre-Neuve.

June Chaikelson, psychologie, Université Concordia — Mme Chaikelson a été doyenne, directrice du département de psychologie et présidente de la Concordia University Faculty Association. L'université est elle-même le fruit de l'une des plus importantes fusions d'universités des dernières décennies au Canada. ■

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Le CRSH attribue la bourse canadienne Bora Laskin

LA BOURSE CANADIENNE BORA Laskin pour la recherche sur les droits de la personne a été décernée en 1994 pour une étude sur l'intervention, favorable ou défavorable, des pouvoits publics canadiens dans les causes défendues en vertu de la Charte des droits et libertés.

Le Conseil de recherches en sciences humaines (CRSH) a donc attribué cette bourse de 45 000 $ à F.L. (Ted) Morton, professeur de science politique à l'University of Calgary.

«Bien que ce soit les gouvernements fédéral et provinciaux qui soient intervenus le plus souvent dans les causes plaidées en vertu de la Charte», dit M. Morton, «leurs arguments juridiques n'ont jamais fait l'objet d'une étude systématique. Nous ne savons pas comment les gouvernements ont tenté d'influencer l'élaboration judiciaite de la Charte, ni dans quelle mesure ils y ont réussi. Cette étude vise à répondre à ces questions afin de permettre de mieux comprendre comment se définit la législation qui régit nos droits et nos libertés.»

Monsieur Morton examineta et analysera les arguments juridiques présentés pat les gouvernements du Québec, de la Colombie-Britannique, de l'Alberta, de la Saskatchewan, de l'Ontario ainsi que par le gouvernement fédétal, lors de causes défendues en vertu de la Charte devant la Cour suptême du Canada entre 1982 et 1992. ■

Budget '95

Leadership & Promises Abandoned

PAUL MARTIN'S BUDGET SIGnals yet another retreat by the present Liberal government from its fotmer promises to support post-secondary education, research and development. Whatever credibility the red book, *Creating Opportunity*, may have had as an indicatot of Liberal commitments to the university and college sector is now effectively exploded.

Pre-election concerns about the need to improve and invest in the quality of the post-secondary system have quickly disappeared from the Liberals' list of priorities, even though a recent comprehensive public opinion survey indicates Canadians still see education as their most preferred focus for federal activity.

The funding outlook is bleak at best. The present structure of the Established Programs Financing (EPF) transfers per capita for post-secondary education and health will be retained for 1995-96, frozen at the current level. Starting in 1996-97, however, the transfers to the provinces for post-secondary education and health and for social assistance under the Canada Assistance Plan (CAP), will be rolled into a single, consolidated block, called the Canada Social Transfer (CST).

This structural change will be accompanied by substantial cuts. Under the current arrangement the total sum remitted to the provinces for CAP and EPF for 1995-96 will amount to some $29.7 billion, with $6.25 billion in cash and tax points directed to PSE. In 1996-97 the total transfer for the new CST will be $26.9 billion, a reduction of $2.8 billion, or 9.4 per cent. Compounded with inflation this will likely amount to over 10 per cent in real terms.

In 1997-98, a further cut of $1.8 billion or 6.7 per cent will lock in. AUCC figures suggest the result of these cuts, together with the projected growth in the value of the tax points, will mean the cash transfer under CST in 1997-98 will be 39 per cent less than the cash transfers under EPF and CAP in 1994-95.

The budget is silent as to whether there will be any formula by which the tax point and cash transfer can be expected to gtow. Without it the rotal cash transfer will likely disappear before the end of the decade in some provinces. [Federal Budget 1995 — Backgrounder - Association of Universities and Colleges of Canada]

The impact of these cuts on the post-secondary sector will be exacetbated by the undifferentiated nature of the new block transfer. According to Mr. Martin, the "provinces will be able to spend the transferred resources on priorities of their own choosing," although the federal government will require them to uphold the principles of the Canada Health Act and to provide social assistance without any minimum residency requirements.

Post-secondary education, the third element in the trinity is left with nothing more than the vague assurance that the federal government will work with the provinces to develop a set of shared principles. While it is true there was no obligation under the EPF arrangements upon the provinces to spend the sum transferred by the federal government for post-secondary education, there was at least some moral incentive to do so. This no longer exists under CST and any leverage the federal government still retains will disappear in tandem with the cash transfer.

The Liberals' red book promise to provide stable funding for the granting councils has also gone the way of all flesh. The exemption from spending reductions in last year's budget was only a temporary reprieve. Under the new dispensation the funds of the MRC will be reduced by 10 per cent over the next three years, while those of NSERC and SSHRC will be pared back by 12.9 per cent.

"In the future, our science and technology efforts will be concentrated more strategically on activities that foster innovation, rapid commercialization and value-added production."

Paul Martin,
Budget Speech, 27 February 1995

Federal departments will also lose funds for research. NRC expenditures will be shorn of $76 million over the next three years, assistance from the Solicitor General's department to university criminology centres will evaporate, and research spending by other agencies such as the Canada Mortgage and Housing Corporation and the Canadian Space Agency will drop.

It may well be, as the Secretary of State tried to persuade representatives of the research community in a post-budget meeting, that the Finance Department had been driven back from its original intentions to wreak even worse havoc, but it is cold comfort for those forced to cope with the consequences for research and development programs.

The scholarly community will also feel the fallout from cuts to the CBC and National Film Board and a scheduled review of other unspecified "cultural agencies" in the light of "tighter fiscal circumstances."

In a budget which has sought, unconscionably, to diminish net public debt at the expense of civil service employees, and social programs, the only saving grace for the post-secondary community is that it still has a year to modify the CST before it is implemented.

Mr. Martin described the choice for the govetnment as between "leadership lost," or " renewal." For Canada's universities and colleges it is a question of leadership abandoned, along with the promises in the red book. ■

The President's Territory

FROM PAGE 1

"fit in" at Mount Allison. She happened to have a record of union activity: she has laid a complaint with the N.B. Human Rights Commission. The controlling troika is completed by Mr. David Stewart, head of Human Resources, whose stock-in-trade is covering for his superiors by providing the public with non-explanations of controversial decisions. Human Resources, whatever it may mean, does not mean Human — or Humane — "Relations."

The troika make righteous noises, when it suits them, about being accountable for "public money." They forget that "public" includes faculty and staff, who know from the inside that their institution's running is a travesty of accountability, collegiality and democratic process. Senior administrators attempt to exercise virtually unchecked power to hire, evaluate and victimize faculty, directly or indirectly. The administration is beholden only to a Board which meets infrequently and is out of touch with the day-to-day life of the campus. When it does meet, it is to receive a selective account, the more so since its Executive has been recently reconstructed to exclude faculty and student membets. Its strongest voices share the President's perspective, seeing criticism as orchestrated by the unions' agitators — the old employer's line. Indeed, Board members ate expected to support its President and dissenters ate not welcome.

The only regular printed outlet for criticism on campus is the students' weekly, *The Argosy*. It has boldly probed some issues, most recently the widely publicized Writer-in-Residence controversy, but students inevitably lack inside knowledge. While the paper is theoretically independent, last year the President, irritated by its coverage of the MASA strike, carpeted the then editorial staff in an apparent attempt to intimidate. *The Campus Notebook* and the laughably entitled *Mount Allison Record* print selective "news," acting essentially as propaganda sheets for the administration. Thus, the recent re-opening of the reconstructed Avard Dixon Building, involving much wasteful expense, was hyped in the media, but no-one read of the rough ejection of the Geology Department and its collections into an inadequate alternative space. Having failed to abolish the department, the President settled for making its survival uncomfortable.

Editor's Note

This article was first published in the January 24 edition of the Telegraph Journal. The latter part of Thorpe's article has been overtaken by events. At a Board of Regents meeting on January 28, a motion to reappoint the President for five years was passed, with only the faculty and student representatives voting against.

Free external publicity has fot three years been provided by *Maclean's* magazine giving a top ranking of Mt. Allison among small undergraduate institutions. The truly remarkable thing about that is what those who work for the University have achieved in spite of the President's authoritarian regime.

Unfortunately, although his term does not expire until June 1996, hotheads on the Board of Regents are already poised ro ram through his reappointment at short notice, without waiting for a review involving faculty, staff, students and alumni. Faced with this attempted hijacking of due process, faculty and staff have felt pressed to call an immediate tefetendum on the issue. One was recently held at l'Université de Moncton and it didn't move mountains. This President has, after all, sutvived two strikes and votes of non-confidence. "Three strikes and you're out" is unlikely to work at Mount Allison — those in power might even think it recommends him. And, of course, like all dictators he has self-serving supporters. At least, a referendum by secret ballot will enable a democratic expression, without fear or favour, of his actual support, and power-brokers should heed it. They would be unwise to read a negative vote as proving he has done a good job: on such grounds a dictator is always the best leader. It would be refreshing to consider, for a change, that leaders can take tough decisions without sacrificing decent standards of conduct.

A report on the Fabrikant murders at Concordia University stressed that universities, huge dispensers of public money, are run by untrained amateurs. Administrators have usually received no training in how to administet, and would fail the most elementary tests in employer/employee relations.

Such failures enjoy limitless power at Mount Allison and cast a blight around them. ■

(Michael Thorpe is the Joseph Allison Professor of English at Mount Allison, a member of the Mount Allison Faculty Association Executive, a Member of Senate and a former Faculty Representative on the Board of Regents. He is married to Elin Elgaard, selected as writer-in-residence for the university just before the program was axed late last year.)

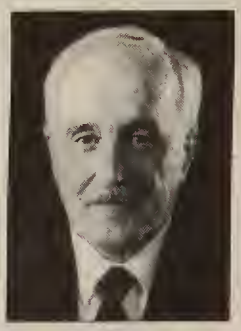
Alberta Launches Review of University Research

BY ALAN MEECH

JACK ADY, ALBERTA'S MINISTER of Advanced Education and Career Development, announced at a press conference on Jan. 20 that Dr. Gilles Cloutier had been appointed to review research in the universities and, recommend a "policy framework" by the summer of this year. This process had been promised in the government's policy paper for post-secondary education released last October.

Among faculty there is concern that the purpose of this review is to bring the government's agenda to bear upon the independent research carried out by university faculty, and perhaps to become involved in setting the workload balance between teaching and research.

In the official statements released so far, however, there is no indication this is the intention



ABOVE: Dr. Gilles Cloutier will head review of research.

— nor any promise that it is not. Faculty is also apprehensive that efforts will be made to make research more directly market-responsive.

At the press conference Ady made all the appropriate reassuring noises about research being central to the role of the universities and research being the principal distinction between the universities on the one hand and the colleges and technical institutes on the other.

He said the policy framework should, in the end, recognize the relationship of research to the advancement of knowledge, to the economic advancement of Alberta, and to the quality of life in the province. He also noted that research is essential to manpower training at the highest level.

The review process is also supposed to identify means by which quality can be maintained, to examine how links between the university and the wider community can be strengthened, and to clarify the role of the department in these matters.

Dr. Cloutier said he would start immediately to consult with students, researchers and industry representatives, noting that the minister had appointed him without any preconditions. His job, as he sees it, is to attempt to match the interests of government, university and the private sector.

Dr. Cloutier has Alberta connections, having been president of the Alberta Research Council (1978-83). He was rector of the University of Montreal from 1985 to 1993. He has also been a senior research officer with RCA Victor Co., professor of physics at the Université de Montréal, and director of research for Hydro Québec.

The situation in Alberta is somewhat clouded by the recent creation of a Science and Research Authority under the responsibility of its own minister, Dianne Mirosh. It seems to be a ministry without a bureaucracy, as the minister is assisted by an advisory board drawn from the public and private sectors (not from the universities).

The purpose of the authority is to bring direction and coherence to the provincial government's direct investment in research, which is currently scattered among various ministries such as agriculture, health and economic development. Very recently, Mirosh has been touring research facilities in universities, and making statements about introducing legislation to protect research funding that goes to the universities.

Ady, on the other hand, claims there is a clear understanding between himself and Mirosh as to who has jurisdiction over what, and whose policy review will deal with what.

In last October's policy paper, the government announced a policy initiative to "Develop centres of program specialization in public post-secondary institutions to ensure quality, cost-effectiveness and efficiency." There has been no statement about the possible connection between research (and Dr. Cloutier's review) and the promotion of centres of specialization.

Another cause for uncertainty is the link between the establishment of key performance indicators (which will become part of a new post-secondary funding formula from 1996), and research. The department of Advanced Education and Career Development has reached agreement with representatives of the four universities that "The University of Alberta and the University of Calgary will use some national reference points for comparison.

The specific items need to be agreed upon, but the following indicate appropriate reference points:

- success rate in peer-adjudicated research awards as compared with other research universities of similar size and mandate;
- measures of economic impact of research;
- research dollars per FTE, e.g., SSHRC, NSERC; and
- publication in peer refereed journals (summative or comparative, dependent upon feasibility)."

So, some signs are good, some context is unclear, and the potential for disruption very considerable — about par for the coutse in Alberta. ■

(Alan Meech is Executive Director of the Confederation of Alberta Faculty Associations.)

Labour-Sponsored Funds Bustin' Out All Over

FROM PAGE 3

Make no mistake: labour funds are risky. They are legislated to make very specific kinds of investments in order to qualify for the tax breaks. While there are variations from province to province, the restrictions confine them to:

- Taxable Canadian corporations.
- Corporations with total assets of less than $50-million.
- Corporations with fewer than 500 employees.

The effect of these restrictions is that the funds invest in small and emerging companies. The government created labour funds to funnel money into this sector to promote job creation and economic growth. The labour connection is basically for the sake of appearances, and has no bearing on how a fund is invested.

Despite the risks, most studies show that a well managed venture portfolio has one of the highest long-term returns of any asset class.

With the proliferation of labour funds, one might ask if there is too much money chasing too few deals. About $1.3-billion is currently invested in labour funds.

Given the robust economic growth Canada continues to experience, this is nowhere near enough to saturate the market. "Too much money chasing too few deals" will not likely be a problem for at least two more years. A more legitimate concern would be a reduction or elimination of the tax advantage that labour funds enjoy.

Labour funds are an excellent investment for an individual who can afford to hold for five years or more. But investors should be aware that these funds are risky and should be approached as such.

However, their potential for high returns and excellent tax advantages make them worthy of serious consideration. Just be cateful to invest only in high-quality situations. ■

(Mr. Katmarian, a chartered financial analyst, is an investment adviser with C. M. Oliver & Co. in Toronto, Phone:(416) 363-6699.)

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Rationalizing Nova Scotia's University System: Breaking the Impasse through Competition, Not Cooperation

BY PAUL A. R. HOBSON

THE DISCUSSIONS OVER REforming the Nova Scotia university system continue. In February, the Nova Scotia Council on Higher Education (NSCHE) hosted a forum on higher education under the subtitle "Critical Choices." Choices were not really discussed, however, at least at a level of specificity that might result in serious progress in charting the future for Nova Scotia's university system. This failure to progress past attempting to define the problem is nothing new in the Province; past attempts have hit the same stumbling block. Invariably, the Government demonstrates itself to be unable to resolve the matter which is, in any event, politically charged. Nor are the university presidents able to resolve the matter which is by design contrary to the spirit of interuniversity competition and of institutional autonomy. The NSCHE has been created to accomplish the rationalization of the system with or without the cooperation of the university presidents. What needs to be understood, however, is precisely that government bureaucracies are incapable of managing the system in a way that will promote efficiency and that competition among institutions is a force to be harnessed and exploited, not choked.

The problem is an economic problem; its solution is an economic solution. Moreover, the problem is not simply how to adapt the system to potentially substantial reductions in government funding but how to generate greater efficiencies within the system given lower levels of funding — in short, how to maintain excellence in the system in the face of a declining government presence. Perhaps the best example of a system in which this has already been recognized is the UK system instituted under Prime Minister Thatcher. The wisdom of Lady Thatcher was the recognition that neither government nor her (formidable) self were competent to determine resource allocation within the PSE sector. Rather, it was recognized that the role of government was to set goals, put in place incentive-based structures for achieving those goals (a quasi-market system) and then let the system rationalize itself. As a result of implementing quasi-market mechanisms in the university education system, a vibrant and responsive system has emerged that is rapidly pulling ahead of ours while we continue to seek comfort in paradigms of old. When governments were flush with funds, it was possible, perhaps easier, to simply spend rather than address fundamental resource allocation issues in the university sector. The current fiscal malaise is forcing us to make "critical choices."

So, how should resource allocation decisions be made in Nova Scotia's university system? Who should make these decisions? Why does the problem seem to be intractable? Governments are right to recognize that they are not on comfortable turf — aside from anything else, the universities' status in the "public sector" is far from clear. In many of Nova Scotia's universities, tuition fees represent in excess of forty per cent of operating expenditures. Are universities like hospitals or are they like grocery stores such as Sobey's? If they are like Sobey's, then why should they be subject to bureaucratically determined rules about things such as role and capacity or, for that matter, anything other than, perhaps, opening hours?

Quasi-market mechanisms in the public sector, like the price system in the private sector, provide ideal signals with regard to resource allocation. In the UK system, designated universities are eligible for bare-bones government funding (recall that in the UK system there is no provision for tuition fees). Beyond this, universities must compete for additional funding through peer-evaluated competitions in respect of teaching and the direct costs of research. In addition, individual faculty members are eligible to compete for research grants, rather like the system in Canada under each of the three federally funded granting councils. The key point is that performance in each of teaching and research is measured at the level of faculty units, i.e., political science, chemistry, then averaged over the entire university. Funding is then determined by ranking institutions by distinct categories based on their overall ratings.

For Nova Scotia, the starting place must be by way of definition of the public policy goals with regard to each of teaching and research. As for any good or service, it is appropriate to determine the level of tuition fees for students — a form of market price. There is, however, a strong economic case for subsidizing tuition fees in recognition of the social value of PSE as distinct from the value which accrues to students themselves. Moreover, there is a strong case for this subsidy, measured against standardized tuition fees, to be delivered at the federal level, in view of the relatively high mobility of graduates. This subsidy could be paid either to the student or to the university (in which case it would form part of the grant). In the UK, for example, the view appears to be that the appropriate subsidy is 100 per cent. The NSCHE has yet to speak on this key issue.

A significant share of the total cost of university-based research has historically been met through provincial and federal grants. Indirect research costs, i.e., those associated with faculty time, facilities and the like, have been implicitly subsidized through provincial grants to universities. Direct research costs, i.e., the purchase of research equipment and hiring of research staff, have been funded through the three major federal granting agencies in the form of grants to individual researchers. There is a strong economic case to be made for a government presence in funding university-based research. The issues for the NSCHE is to articulate that case to the provincial government, leaving it to government to make the "critical choices" concerning overall levels of research funding among the many other expenditure priorities.

The Committee on University Financing (CUF), a committee of the NSCHE, has produced a preliminary report which makes an important first step in attempting to define the distinct "services" provided by universities and recommending that these be incorporated as separate components of a funding formula for universities. While the report is tentative, its thrust (an allocation mechanism for scarce resources) must surely be the single most important dimension of the Council's work and the Government's initiative with respect to universities. Properly structured, it is this which can provide the key to rationalization within the university system.

The trick is to create an environment in which universities compete for teaching and research funds — in effect, competition for grants becomes a quasi-market mechanism in determining the allocation of scarce resources across institutions. What is key is that this competitive process is based on peer assessment within the academic community of performance in teaching and research. University faculty and students are, therefore, at the centre of this system. Equally important, governments implicitly recognize that they are not competent to make such resource allocation decisions; their role is in establishing the structures within which the system itself functions. The decision-making role is removed from arms-length government bodies such as NSCHE as well as from entities such as the Council of Nova Scotia University Presidents (CONSUP). The performance of university administrations would be measured in terms of the peer-evaluated performance of faculty and students, creating a new and significant form of accountability within the system as well as shifting the focus of universities back to the faculty and students — effectively, it empowers those who are on the production line instead of the front-office staff and/or government bureaucracies.

For Nova Scotia, university funding must be adapted to whatever incentives may be created by *changes in federal transfers in respect of PSE.* The 1994 federal budget projected potential cuts in federal cash transfers for PSE in 1996-97 which could amount to as much as $23 million for Nova Scotia. If this reduction were passed directly through to the province's universities, it would amount to an additional 12 per cent cut in funding in one year — almost as great as the five-year cumulative reduction ascribed to the province's universities as part of the provincial deficit-control plan. The federal government's social policy review had proposed a complete elimination of federal cash transfers for PSE, instead establishing an income-contingent repayable student loans program. In either case, it will be necessary for the province to finally come to grips with the issue of the appropriate share of university costs to be borne by students through tuition fees, rather than simply offloading the transfer reduction to students as well to explicitly recognize their historical role in funding the lion's share of the indirect cost of university-based research. What is needed is a determination of the appropriate level of government funding for universities and the establishment of incentive-based mechanisms for allocating those funds. It is this which will finally achieve the long-awaited rationalization of Nova Scotia's university system. ■

(Paul A. R. Hobson is an associate professor in the department of economics at Acadia University.)

Committee of Inquiry Named

AMALGAMATION, CLOSURES AND quotas are agenda items in the governmental push to rationalize higher education in Nova Scotia which could lead to the most profound changes in that province's universities since the expansion of the sixties.

The Liberal government of Nova Scotia has mandated the Nova Scotia Council on Higher Education to review the province's university programs and make recommendations which would lead to a government white paper in the fall of this year. A government green papet on university reform proposes restructuring the 13-institution system.

Citing widespread concern among faculty and others about the process by which these recommendations are being made, the Nova Scotia Confederation of University Faculty Associations requested that CAUT establish a committee of inquiry to investigate the fairness, rationality and equity of the university rationalization process in Nova Scotia.

"The quest for a one-shot solution to the future path of universities is misguided," said John D'Orsay, executive director of NSCUFA.

In an effort to secure an informed third party opinion, CAUT has activated a three-member committee of inquiry to conduct the review of the overall process — a process in which decisions are being made that will impact on human resources and student accessibility.

Members of the Committee

Gerry Clarke, Chair (Education, UNB) is a former dean of Education at UNB and a former president of the Association of UNB Teachers and the Federation of New Brunswick Faculty Associations.

Mark Graesser (Political Science, Memorial) is a former chair of Political Science at Memorial and a former president of the Memorial University of Newfoundland Faculty Association and was a consultant to the Newfoundland Royal Commission on Education.

June Chaikelson (Psychology, Concordia) is a former dean, a former chair of the Psychology Department and a former president of the Concordia University Faculty Association. ■

Readers question market analogy

Letter writer A. Oluwatoyin's belief that the market is the only means for evaluating learning among university students is incoherent ("Reader says 'market is the messenger'" *Bulletin*, January).

Oluwatoyin suggests that we judge the performance of our students by their ability to compete in a "broad-based marketism," where "consumerist currency" is "the soulcraft of the nation." The writer thereby overlooks the possibility that the logic of education and the logic of the market contradict each other.

To take but one example from the writer's letter: how can university students, primed in the "professional performance" required for survival in the market, examine critically the role of the media? Students need reflective space in order to pose critical quesnons of the shared presuppositions of both media and the market. The role of professors in this process is to enable students to step beyond these presuppositions in their search for a more inclusive, critical understanding. None of this is possible within the "market is the messenger" approach adopted by Oluwatoyin.

By way of contrast, the proposals brought forward by Professor John McMurtry for the evaluation of teaching by the evaluation of learning (*Bulletin*, March, 1994) might actually enable both students and professors to realize their potential as thinkers rather than consumers and ideologies like Mr. Oluwatoyin.

HOWARD WOODHOUSE
Graduate Chair, Educational Foundations
University of Saskatchewan

Educating to consume disturbs reader

I read Professor Oluwatoyin's letter in the January, 1995 *Bulletin* with a growing sense of despair. My despair has several sources. First of all, it arises from the author's difficulty in stating in plain English what he thinks. How can "academic autonomy" have a "curriculum?" What is "social enhancement?" What is the "soulcraft of a nation?"

Secondly, I despair at the use of arguments supported by extreme generalizations and strawpersons: "an increasingly uninformed powerful influence," "diabolical elite." Are these examples of the "ratiocinative skills" the writer deems so important? Northrop Frye once said "...there is no such thing as an inarticulate idea waiting to have the right words wrapped around it."

My greatest despair, however, arises from Professor Oluwatoyin's assumption that "we need to prepare students for the consumerist currency of an intense technocracy." This suggests indoctrination rather than education, the blunting rather than honing of critical awareness and intelligence. It presupposes that the human being is little more than a consumer of products, a *homo oeconomicus*. Even in his reference to culture, he speaks in terms of "productivity." Such a viewpoint ignores utterly the disastrous environmental consequences already brought about (with worse to come) by consumerism and unlimited growth.

If our planet and human society are to survive beyond the next century, teachers at all levels need to follow Barbara Ward's suggestion that the most important change we can effect is a change in the way we look at the world. Advocacy of blind acceptance of ourselves and our students as nothing more than unthinking maws consuming more and more unnecessary products, which in turn rob us of our forests, our soils, our water, our health, and our very souls strikes me as a lamentably retrograde philosophy of education at the dawn of a new millennium.

KENNETH GOLBY
Languages, Literatures and Linguistics
York University

New Partnership Between OISE & U of T

U OF T'S FACULTY OF EDUCATION AND OISE WILL integrate into one professional education faculty, effective July 1, 1996. The new faculty, to be named the Ontario Institute for Studies in Education of the University of Toronto (OISE/UT) will be dedicated to national and international distinction in graduate studies, research and field development in education, and pre-service and in-service teacher education. The University of Toronto Schools and the Institute of Child Study will be included in the new faculty. ■

Prestige Plan Impresses Members

ON NOV. 1, 1994, CAUT INTRODUCED AN ALL NEW Group Financial and Insurance Plan for members. From all indications, the plan administered by Prestige Financial Services of Ottawa, has been a resounding success.

So far, Prestige has received more than 400 completed registration forms from CAUT members with forms continuing to arrive daily. The forms were included with the November issue of the *Bulletin*.

The plan has been endorsed by the following nationwide companies:

- Toronto-Dominion Bank (Financial Services)
- Canadian Surety (Home and Auto Insurance)
- John Ingle Travel Insurance (Travel Insurance)
- Manufacturers Life (Group RRSP)
- Budget Rent-A-Car (Rental Car Discounts)

The combination of these five national organizations makes this all-new member services plan the most comprehensive and cost effective plan ever offered to CAUT members. Also, with the toll free 800 service direct to the plan administrators, members have a direct line to one-stop shopping for all aspects of the plan.

The mortgage plan, in particular, has received many favourable comments. Prestige, working through TD Bank, has now closed several mortgages for CAUT members and have upwards of $15 million in mortgages on the books for future quotations.

Kurt Grimm, assistant professor of geological sciences at the University of British Columbia wrote, "I am delighted that the brokerage arrangement between CAUT, Prestige Financial and Toronto Dominion Bank permitted me such an outstanding mortgage rate, half a point lower than I could have obtained otherwise....I will not hesitate to recommend your services to my friends and colleagues here at UBC."

And from the other end of the country, Prof. Ellen Balka of Memorial University of Newfoundland, wrote, "The combination of your swift action on my application and TD's efforts to accommodate me have made it possible for me to secure a good rate on my mortgage renewal. I really appreciate it and would certainly recommend the service to others."

In addition to the mortgage plan, TD Bank is offering discounts to CAUT members on many of their service plans, personal credit services, investment services and retirement plans. When expressions of interest are received from members, Prestige refers them to the TD bank branch located closest to the member's home. The branch then makes direct and personal contact with the member.

The home and auto insurance plan offered through Canadian Surety Insurance also offers many value added benefits. One of the most interesting to many has been the home assistance program which provides child care and housekeeping services in certain emergency situations. The plan also includes a legal information line to answer questions on legal matters such as property, landlord & tenant, taxation and family law.

For more information on mortgages or any other financial and insurance services please contact Prestige Financial Services. Their phone and fax numbers can be found in the advertisement contained in this issue of the *Bulletin*. ■

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Denmark Offers Worthwhile Lesson in Funding Students

BY STEEN B. ESBENSEN

DURING THE PAST YEAR, Canada has been engaged in a review of the social policy discussion paper submitted by Human Resources Minister Lloyd Axworthy. As part of this review, the issue of funding of higher education has received substantial attention in the media: student groups are reacting with concern while editorials in the national media support the premise that higher education is a personal matter so students should be prepared to pay "rather than leaving the bill with taxpayers."

Is this really the only view of how to best invest in the development of our human resources? Are there existing models of social policy through which higher education is seen as a national investment? Certainly not in North America. But let's look at a small democracy on the other side of the Atlantic where tuition for university, college, vocational school or other professional institution of higher education is free.

In Denmark, all young people are encouraged to pursue advanced training and education beyond the completion of their basic education at the age of 16 to 17 years. The Danish government provides grants to all students from the age of 18 who are enrolled in any of the many institutions of higher education. The grant is available even if one lives at home, but at a reduced level. Even then, the 18- to 20-year-old students can receive approximately $500 per month.

Starting at age 20, all student can get a grant that is worth approximately $800 per month. The grant is given on the premise that students require a minimum level of financial security in order to concentrate on their studies and have the economic means to purchase books, computers and other materials necessary for their education.

In addition to these grants, the Danish government supports a program of student loans of approximately $350 per month, with a four per cent annual intetest rate while studying. Normally, students begin to repay their loans one year after they have completed their program of study. Of course, some students also work part-time during the school year and in the summer months. If their annual income exceeds approximately $10,000, they have to pay taxes on the student grants.

Students living away from home will pay anywhere between $300 and $500 per month for shelter depending on the location and quality of their accommodations. This leaves them the balance for food, clothing and educational materials. The student grants are designed to provide support for the period required to complete the degree program. Students determine how much money they need each month by using their "clipping card" to advance money for one or several months.

What is striking from my visit to Denmark is that individual freedom and creativity are flourishing, while national support of education is providing access and equity for all.

They all know that once they have used the maximum allowable under the grants program, they will have to resort to the student loans program or other sources of income.

It is interesting to note that the Danish tax on income is not substantially different than that of the average Canadian. While some upper-middle class Danes will pay in excess of 57 per cent in taxes, they are able to withdraw interest on mortgages for their homes, and it remains to be demonstrated that they are in a substantially higher tax bracket than their Canadian counterparts. How then can they afford this generosity?

From interviews with young people, parents and teachers, it became clear that the student grants program was not perceived as being generous, but rather as a normal role for the nation to invest in the development of the next generation of competent, creative individuals.

Much to my surprise, not once during my two-week stay in Denmark did I encounter opposition to this national program.

In fact, students expressed a sense of responsibility to do the best possible during their studies, to get the most out of the time made available to them. Teachers felt that students were available to work on projects beyond the confines of normal class time as employment was a lower priority during their studies.

It is fair to state that I was very much impressed with Danish social policy on equity and education, and it strikes me that the current debate in Canada would benefit from looking at what is happening beyond the North American continent.

Perhaps we should question our collective responsibility to train and educate the next generation, the generation that most likely will support us in our old age. Do we adopt the policy of individual responsibility and mutual gain, or collective responsibility and mutual gain?

It appears that there are choices to be made and taking one route could create a climate in Canada in which the collective well being is slowly diminished to the advantage of a few lucky individuals. What is striking from my visit to Denmark is that individual freedom and creativity are flourishing, while national support of education is providing access and equity for all.

This equity and education social policy in Denmark is in stark contrast to the ideas currently being advocated for financing higher education in Canada and it deserves a very serious analysis before we make our students pay more for their education. ■

(Steen B. Esbensen, professor and dean, département des sciences de l'éducation, Université du Québec à Hull. Reprinted with permission of The Ottawa Citizen, February 8, 1995 edition)

WUSC Report

How a Student Refugee Enriched our Campus

BY TOM SINCLAIR-FAULKNER

IT'S NOT EASY HELPING A refugee student settle into a Canadian campus. But it can be done. And it's worth doing. Consider the case of one we'll call John who turned up in my class at Dalhousie University.

John grew up in an African state that has been wracked by ethnic conflict ever since independence. He attended an African university and did very well — which means that his scholarship compares favourably with that of the best Canadian students.

Then government forces carried out an "ethnic cleansing" early one morning in John's community. His parents and sisters were brutally murdered but John escaped over the border and spent several months in a UN refugee camp. WUSC representatives on site investigated his story and invited him to attend Dalhousie. He leapt at the chance.

Settling In at Dalhousie

Like most WUSC students John arrived just two weeks before classes began — a certified refugee but lacking the usual university records. He had finished most of his undergraduate science studies in Africa but Dalhousie put him into a first-year program until his abilities could be properly assessed. And the students and faculty members on the local WUSC committee helped him to find an apartment, get oriented and make friends.

John turned up in my first-year introduction to compatative religion. The October assignment involved a study of "ritual" — a standard tool of analysis that the class had to apply to their own experience of Thanksgiving in a Canadian home. John was reserved at first but, as the other students compared notes on who sits where at the table and who carves the turkey, John suddenly came out of his shell and started telling them about the harvest festival in the village where he grew up.

I recall John describing 20 men and women sitting around a single vat of homemade beer, each of them sipping through their own long straw from the communal supply. The Canadian students were amused at first, then intrigued. And then they began to notice new things about their own version of Thanksgiving. John ended up with two invitations to Canadian homes for Thanksgiving dinner.

WUSC
World University Service of Canada

If you are interested in encouraging your faculty association to support a WUSC student refugee, contact your association officers, or write to: Tom Sinclair-Faulkner, CAUT/WUSC Liaison Officer, c/o Department of Comparative Religion, Dalhousie University, Halifax, Nova Scotia B3H 3J5. E-mail: tom@ac.dal.ca.

One Year Later

John finished first year and went straight into his final year of an honours degree in science. Between the usual scholarship and bursary funds that Dalhousie offers its best students, and savings from a back-breaking summer of planting trees in the Rocky Mountains, John was able to fund himself after the initial year in the WUSC refugee program. He is now thriving in a graduate program at another Canadian university.

John's success is typical of WUSC refugee students. Things got off to a rocky start but his own determination and the support of the local WUSC committee helped him to establish himself within one year. What is particularly striking to me is the way his presence enriched the education of the Canadian students at Dalhousie. They'll remembet his perspectives long after they give up trying to drink beer through a two-metre straw. ■

UN Seeks Photographic Entries

PICTURE THIS: YOU OR YOUR youngster is a winner in a photo contest that not only provides you the opportunity to exhibit your work internationally but also gets you the satisfaction of knowing you're part of the solution when it comes to protecting our planet.

You can put yourself in that pretty picture if you enter the "Focus On Your World" International Photographic Competition on the Environment 1994-1995. It was launched by the United Nations Environment Programme (UNEP) in cooperation with Canon, Inc.

The competition is open to professional, amateur and child photographers from around the world. Entrants are asked to submit photos that depict the beauty of our earth as well as those which encourage improvements in controlling pollution and alleviating the destruction of our natural resources.

Dr. Noel brown, regional director of UNEP, North America, explains, "You can show anything you think reflects either the positive or negative issues of the environment, just make sure it's a strong, well-focused image that catches the eye immediately. Everything you need to know is in the entry form."

Gold prize winners in the professional, amateur and children's divisions will receive $20,000, $10,000 and $1,000 respectively. All top prize winners, including special prize winners, will be flown to the UN headquarters in New York for an awards ceremony, and their winning photos will be exhibited in various locations around the world.

For an entry form, call 1-800-670-4321. There is no fee for entrants. The deadline for entries is April 30, 1995. So start snapping. ■

Excluding 'Them' Belies Inclusive University

BY DAVID H. JORY

Dans l'éditorial d'octobre du Bulletin, la présidente de l'ACPPU, Joyce Lorimer, s'inquiétait de l'appel lancé en faveur d'un enseignement intégré lors du congrès de l'Association canadienne pour l'intégration communautaire (anciennement l'Association canadienne pour les déficients mentaux) tenu en août dernier. L'éditorial révélait l'insuffisance de la définition de «l'intégration», que nous lisons si souvent dans le Bulletin. Il nous rappelait également à quel point l'ombre de l'eugénique plane encore au-dessus de nos têtes.

In the October *Bulletin* editorial CAUT President Joyce Lorimer expressed concern about the call for inclusive education at the August meeting of the Canadian Association for Community Living (formerly the Canadian Association for the Mentally Retarded). The editorial revealed the inadequacy of the current definition of the "inclusion" we read about so often in the *Bulletin*, and brought to mind the extent to which the shadow of eugenics still hangs over us.

Professor Lorimer was concerned about the "social and educational chaos" that would ensue if professionals were no longer allowed to exclude intellectually handicapped individuals systematically from parts of the education system.

Depending on who is counting and for what reason, the proportion of the population that (university-trained) professionals label "intellectually disabled" (or "developmentally delayed," or "mentally retarded") is between one and three per cent. Though the great majority of these would have no interest in going to university, if we opened the floodgates now we could find up to two or three of 'them' on some of our campuses in a few years.

Amidst all the crises facing universities and professors, will hanging tough against a few 'retards' really restore the faith of our fellow Canadians in our ability to address the real issues in these difficult times?

Inclusion is either inclusive or it is not inclusion. Once it becomes 'inclusion of all but "them"', the argument is no longer about inclusion but about which 'them' are to be excluded. Hitler excluded rather more than we would, but the difference is in degree, not in kind.

The editorial noted that "a university education is intended to be for 'the brightest and the best'," by clear implication excluding 'retards'. Our university researchers can be relied upon to continue to come up with tests and evaluation mechanisms which prove that people like us are at the top of the scale — i.e. 'the brightest' — and 'retards' at the bottom. But there may be a problem with 'the best'.

There is no direct link between moral worth and intellectual capacity (whatever that means) and there are obnoxious people around who are 'intellectually disabled'. On the other hand, I have sat with groups of people labelled intellectually disabled at the local, provincial and national levels as they articulate their wishes (sometimes with difficulty), try to get some control over their lives, organize themselves, and deal with the usual problems (such as hiring and firing staff) which any organization has to deal with, and I have found that in terms of unscientific human decency they are 'better' than other groups — even some in universities — *I* have sat with.

So there is a danger that in saying that a university education is for 'the best' one might be opening the door to the very people one wants to exclude.

As it is, universities in this country and others must bear responsibility for the systematic discrimination against people with an intellectual disability in our societies over the past century or so. Universities have theorized, justified (well, sort of — at least they tried) and promoted discrimination and exclusion, trained the professional discriminators and excluders, and provided them with their tools. They continue to keep the flame of eugenics alive by promoting eugenics-inspired identification of difference based on 'intelligence' (whatever that is) and 'deficits', and thence exclusion.

The decision to differentiate between people solely according to their scores on certain types of tests is ideological, not scientific, as is the decision to define some forms of difference as deficiency, lack, inferiority. The basic humanity of the victims of this process is denied, and they are objectified so that they can be treated as objects — as they have been and are. Galton's language shows that the ideological construct 'mental deficiency' was conceptualized to define some people as 'other' — an inferior form of the species if not a separate, inferior, species.

The term 'menral deficiency' is less used than it once was but the concept has not changed significantly. Modern deficit-based assessments — bastard offspring of the I.Q. tests so beloved of eugenicists — *still objectify* people with intellectual handicaps as bags of deficits. University-trained ptofessionals still talk of mental age as if it were scientific and meant something, rather than being another ideological construct (see the works of Goddard and Kuhlmann, for example).

Its primary function, like that of deficit-based assessments, has always been to legitimize both the assumption by people like us — nonothers — of the power to control the life of an-'other' person, and our actions when we do assume control.

The excuse for this used to be the protection of the purity of the white race; now it is 'the best intetests' of the controlled. The actions of the controllers have not changed much despite the change in the excuse. Most assessments are weapons used against innocent victims rather than tools to help them (and I speak from experience). Where things have changed it has been in spite of, rather than because of, what universities and most, though not all, of the professionals they produce have done.

In 1990 I began a literature search of what passed for science in the field of Down syndrome in the years after our son with Down syndrome was born, in an attempt to understand why we were rold so many lies by professionals, and why some of them had such a hateful and discriminatory attitude towards him. I never finished the search because I was sickened by what I found: negative hypotheses (based on negative ideological assumptions), masquerading as scientific conclusions and based on inadequate data ideologically interpreted.

Discrimination against people with an intellectual disability is not restricted to any class, gender, ethnic or other group. But my experience has been that where such discrimination is systematic and where it outlasts contact with people with that label, more often than not the discriminators are university-trained. While universities cannot be held accountable for the values of the students they graduate, they should be held accountable for the systematic teaching and practice of discrimination.

Two new lines of research show that universities are now preparing the second wave of eugenics-based attacks on people with intellectual handicaps. This time the ideological assumptions are similar but the science is better.

One of the goals of the Human Genome Project — as articulated by well-known contributors to it at a conference I attended two years ago — is to identify all fetuses with Down syndrome (or any other genetic 'abnormalities') so that they can be 'terminated'.

My son with Down syndrome is a house-owning (he paid for it mainly with his earnings), tax-paying (several thousand dollars in direct taxes in 1994), reasonably independent voting cirizen who has never received a cent from the state, and who has been in competitive employment since he left school over eight years ago.

His education cost the state much less than that of his brother and sister, who took very expensive university degrees. Some people with Down syndtome are more 'able' than our son and some others have significant physical health problems.

For the foreseeable future it will be impossible to tell which fetuses fall into which category and the researchers (all university-trained and many attached to universities) assume that all will be terminated, apparently on the basis of costs. (There is not space here ro explain why commonly-used calculations of the 'life-time costs' of a person with Down syndrome are fraudulent, being based on invalid exclusionary assumptions.)

Think about it; a whole group of people, at least some of whom could be as productive and socially useful as we are, are to be denied the right even to be born because some of them may have a social and economic cost which highly-paid professionals and researchers have decided is too high. And because we have learned — at great expense — how to do this.

Meanwhile, (university-based) ethicists have come up with the concept of 'personhood'; if highly-paid professionals and ethicists decide you do not have it, you will be made dead. This concept is sufficiently flexible and arbitrary to take care of any who might slip through the genetic net that is already being spread to catch fetuses with Down syndrome and other 'abnormalities'. And there is ample evidence (and personal experience) that at least some members of the healing professions already see active or passive euthanasia as an option when dealing with patients with intellectual handicaps.

Some may be proud of the part played in all this by universities and members of faculty in various countries; I am not. Nor am I impressed when our CAUT president calls for continuing discrimination against those we have victimized for too long. ■

(Professor Jory has been a faculty member at a Canadian university for over 30 years and is the parent of an adult son with Down syndrome. A long-time advocate for people with intellectual handicaps, he participated in the process which led to the desegregation of the New Brunswick school system in 1986.)

The views expressed are those of the author and not necessarily those of CAUT. Les articles reflètent l'opinion de leurs auteurs et pas nécessairement celle de l'ACPPU.

TRIBUNE LIBRE ■ COMMENTARY

CAUT welcomes articles to a maximum of 1,500 words on contemporary issues directly related to postsecondary education. Publication is solely at the discretion of CAUT. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Articles may be in English or French but will not be translated. Authors should supply a 150 word summary for the purposes of translation inro the other official language. No pen names. CAUT hopes to publish one such article per issue. Please submit by E-mail (LDUHAIME@CCS.CARLETON.CA) or by disketre (Word Perfect 5.1).

■

L'ACPPU accepte les articles de 1 500 mots au plus portant sur des questions contemporaines directemenr reliées à l'enseignement postsecondaire. Les articles sont publiés à la seule discrétion de l'ACPPU. Les articles ne devront pas traiter de griefs personnels ni de questions purement locales. Ils ne devront pas être diffamatoires, ne devront pas injurier des personnes ou des groupes et ne devront pas porter d'accusations non prouvées. Les articles peuvent être rédigés en français ou en anglais mais ne seront pas traduits. Les auteurs devront soumettre avec leur texte un résumé de 150 mots en vue de le faire traduire dans l'autre langue officielle. Les articles signés d'un pseudonyme seront rejetés. L'ACPPU espère publier un article par numéro. Veuillez transmettre les articles par courrier électronique (LDUHAIME@CCS.CARLETON.CA) ou sur disquette (Word Perfect 5.1).

Studying Curriculum

BY IVOR F. GOODSON
OISE Press, 1994

IVOR GOODSON HAS DONE IT again — written a brilliant little monograph on curriculum. As Canada's equivalent to Michael Apple, the curricula guru in the States, Goodson's work continues to stimulate both scholars and practitioners alike. His latest treatise, *Studying Curriculum*, printed in 1994 by OISE Press, and containing 119 pages of text with another 21 of detailed notes and references, offers a contemporary critique of curricula from a social constructionist perspective.

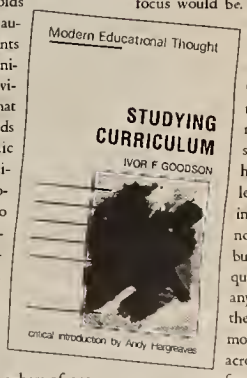
Goodson reminds the reader that what is socially constructed can also be deconstructed and reconstructed; that social equity and justice are often reconstituted within school curriculum; and that curriculum is an interrelated web of political, historical and educational contexts.

The earlier chapters develop the argument for his methodological approach and the later ones provide case studies in support of this position as evidenced by the titles: (1) Curriculum Reform and Curriculum Theory: A Case of Historical Amnesia; (2) On Understanding Curriculum: The Alienation of Curriculum Theory; (3) Curriculum History, Professionalization and the Social Organization of Knowledge; (4) Behind the Schoolhouse Door: The Historical Study of the Curriculum; (5) Vocational Education and School Reform; (6) Subject Status and Curriculum Change; (7) Nations at Risk and National Curriculum; and (8) Studying Curriculum: Social Constructionist Perspectives.

But it is when the reader is engrossed within the narrative that the richness of his critique comes alive — curriculum has a life and a context, and a rich sociology. It is not simply something that is done to learners, or planned by teachers, or mandated by bureaucrats.

Goodson laments that the conceptualization of curriculum has remained elusive and "slippery" even though it has been a major discipline of study since the 1960s. The written curriculum represents symbolic and practical significance, yet it retains its focus on teachers and teaching and fails to address equity or accountability. Goodson argues that scholars of curriculum theory can only understand the dilemma by taking an examination of the historical context of curricula — the roots of technical knowledge and professionalization of content.

"Professional knowledge tends to become more abstract and formal as occupational groups seek to gain footholds within the bureaucratic departments of the modern university. The evidence suggests that the trend towards more academic qualities is animated by the professional desire to acquire the mystique of specialization, which assures a monopoly of power, resources and prerogatives in a specific sphere of occupational practice," Goodson says on Page 50.



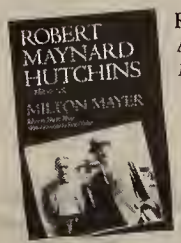
The social constructionist perspective allows those of us interested in the study of curricula to deconstruct the concept to a few of its many multifaceted components — the prescriptive aspect, as well as the levels of process, practice and discourse. Goodson espouses curricula as ideology but also identity, as controlling but also liberating, and as preactive as well as interactive. He calls for a reconceptualization of curriculum study. An example would be a "construction of prescriptive curricula and policy coupled with an analysis of the negotiations and realization of that prescribed curriculum, focusing on the essentially dialectical relationship of the two." (p.112)

How exciting such a broadened focus would be. For those of us in colleges, technical institutions, and universities, Goodson's work represents a marriage of the K-12 schooling and the higher levels of learning and training. The book is not easy reading, but it should be required reading for anyone impacted by the school reform movements underway across Canada— from kindergarten through post-secondary education. Curriculum is the tie that binds educators; it links us inevitably in an intellectual and applied sociology of education.

Goodson offers, even encourages us, to take a second look at what we do (our written curricula), why we do it (our curriculum understandings), and the meaning of our traditions. By studying the making of curricula, as educators we strengthen our understanding of the politics and practices of curricula, and thus provide a stronger voice against those who would wish to control us in turbulent times. ■

(Review by Dr. Paula A. Brook, Adult and Higher Education, The University of Alberta.)

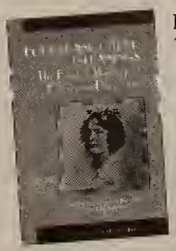
QUICK REVIEWS



Robert Maynard Hutchins: A Memoir — Milton Mayer

Edited by John H. Hicks, University of California Press, illustrated, 506 pp, cloth; $35.00

"Affectionate but not uncritical, Milton Mayer's memoir evokes a provocative and imaginative Robert Maynard Hutchins, one of this century's greatest educators. With characteristic boldness, Hutchins had, as a young dean, revitalized the Yale Law School and the very idea of legal practice. Then in 1929, when he became president of the University of Chicago, and for almost five decades, Hutchins set ablaze the intellectual life and moral courage of the nation. Elected at the exceptional age of thirty, he remade Chicago around a curriculum of Great Books and great debates about the ultimate purpose of education, and under his leadership the university became one of the world's most exciting intellectual centers. Whether he was attacking intercollegiate football for corrupting the university or defending his faculty from political extremists during the "red scares," his pronouncements and policies echoed throughout the country. An idealist, he was pragmatic enough to administer the now famous program of Chicago physicists that discovered a sustainable nuclear chain-reaction during World War II. After this technology was used to bomb Hiroshima, he began his life's campaign for peace and a world community. Possessing the authority of first-hand witness, Mayer's memoir also had, from its inception, Hutchins's trust and confidence. The account opens in 1937 with Mayer asking Hutchins for a job and becoming the young, controversial "hired hand" to the young, controversial college president. The close rapport that began then lasted to the end of their lives. Although they differed greatly, each possessed wit, audacity, and a talent for infuriating their opposition. As born teachers, they shared a resolute commitment to the liberal arts in education. Together they confronted the great issues that plague — and inspire — human beings in the quest for freedom, civil order, and community. This quest was the basis of their friendship, and this gripping and irreverent book is its testament."— John H. Hicks



Forest and Other Gleanings: The Fugitive Writings of Catharine Parr Traill

Edited by Michael A. Peterman and Carl Ballstadt, University of Ottawa Press, 1994, 264 pp, paper; $18.00

Forest and Other Gleanings reclaims for the contemporary reader a number of stories and sketches written by Catharine Parr Traill after her emigration to Canada in 1832. While most of the pieces collected here appeared in magazines in Britain, the United States, and Canada, a few have been drawn from archival holdings and edited here for their first appearance in print. Taken together, they offer a richer and fuller picture of Traill's interests and preoccupations than has heretofore been available to Canadianists and literary students. As well, they present fresh evidence of her range and virtuosity as a writer. *Forest and Other Gleanings* will be of interest to students engaged in women's studies, Canadian studies, Canadian social history, and early Canadian literature and culture. It will also be of interest to those who simply like reading short fiction.

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ACCOUNTANCY

UNIVERSITY OF WATERLOO - School of Accountancy. Applications are being invited for a tenure track faculty position at the Assistant Professor rank from those with teaching and research interests in (1) auditing and attestation, (2) management accounting and information systems, and at the visiting assistant professor rank (non tenure-track) in finance. PhD or equivalent. Salary commensurate with qualifications and experience. Appointment effective July 1, 1995. Send resumes to the Director, School of Accountancy, University of Waterloo, Waterloo, Ontario N2L 3G1. Canadian citizens who are qualified and available to work in the above areas will be given priority. It is the intention of the University of Waterloo to fill its vacancies with recent PhD graduates appointed as Assistant Professors wherever possible. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

ACCOUNTING

HIPISSING UNIVERSITY, School of Business and Economics, invites applications for a 3-year, limited term appointment in Accounting, commencing July 1, 1995. A PhD (or nearly completed PhD) is preferred, but consideration will also be given to those candidates with an MBA and a professional accounting designation. Areas of teaching and research will include one or more of the following: financial accounting, auditing, and taxation. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nipissing University is committed to equity in employment. This competition is open until March 31, 1995, or until a suitable candidate is found, whichever comes first. Submit letter of application, curriculum vitae, and the names of three references to Dr. John Plinnussen, Director, School of Business and Economics, Nipissing University, 100 College Drive, North Bay, Ontario P1B 8L7. Telephone (705)474-3450. FAX (705)474-1947

ACCOUNTING & FINANCE

BROCK UNIVERSITY - Business. Applications are invited for a tenure-track senior position in accounting starting in the Fall of 1995, subject to budgetary approval. Individuals who are interested in a visiting or a one-year contractual term position are also encouraged to apply. Candidates must have a PhD degree and an established record of research/publication and teaching and must be willing to assume a leadership position in working with junior faculty members. Brock University is committed to employment equality and encourages applications from women, natives, physically challenged persons and visible minorities. The Faculty of Business has approximately 49 full-time faculty and staff members and approximately 1500 full-time equivalent students. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Please submit letters of application together with a curriculum vitae and the names of three referees in confidence to Dr. Tansu Barker, Interim Dean, Faculty of Business, Brock University, St. Catharines, Ontario L2S 3A1. Applications will be accepted until the position is filled.

ANATOMY & NEUROBIOLOGY

DALHOUSIE UNIVERSITY - The Department of Anatomy & Neurobiology at Dalhousie University is seeking applications for a tenure-track position to commence July 1, 1995. Candidates must have a PhD and have undertaken postdoctoral training. They will be expected to develop a strong, independent research programme and contribute to graduate training. Candidates are expected to teach gross anatomy or histology in medical, dental and health sciences programmes. Current research activities within the department include neurobiology, functional morphology, cell and molecular biology. Applications must include a curriculum vitae, representative reprints, an outline of present and future research directions, a summary of teaching experience and the names of three referees. Review of applications will continue until the position is filled. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Women, Aboriginal Peoples, Racial Minorities and Persons with Disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please submit an application to: Dr. D.A. Hopkins, Professor and Head, Department of Anatomy & Neurobiology, Faculty of Medicine, Dalhousie University, Halifax, Nova Scotia, Canada B3H 4H7, Telephone: 902-494-2051 Fax 902-494-1212. Intent to apply can be E-mailed to Carl.Stevens@Dal.Ca. Subject to budget approval.

ANTHROPOLOGY

DALHOUSIE UNIVERSITY - The Department of Sociology and Social Anthropology of Dalhousie University invites applications for a limited-term, two-year appointment commencing July 1, 1995. We are seeking candidates with interest in Development Anthropology and in contemporary issues in theory and ethnography. Teaching duties would include a large introductory, and upper level classes in areas such as rural societies, social change and development, culture and class, social movements, comparative perspectives on gender and work, native peoples, and ethnicity, nationalism and race. Preferred applicants should have at least an ABD in Social Anthropology or Anthropology. Application, current curriculum vitae and the names of three referees should be sent to Dr. Richard Apostle, Chairperson, Department of Sociology and Social Anthropology, Dalhousie University, Halifax, Nova Scotia B3H 3J5. Applications will be received until March 31, 1995. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF VICTORIA - The Department of Anthropology wishes to appoint a tenure track New World Archaeologist specializing in the Archaeology of the Pacific Northwest. Preference will be given to candidates who can also teach courses in the ethnology of the Pacific Northwest and Archaeological Method and Theory. Candidates must be eligible to obtain Provincial Heritage Investigation permits. The appointment will be at the Assistant Professor level. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applicants should send a current curriculum vitae and the names of three referees by April 15, 1995 to Dr. David S. Moyer, Chair, Department of Anthropology, University of Victoria, Victoria, B.C. V8W 3P5 Canada.

ATMOSPHERIC CHEMISTRY

YORK UNIVERSITY, Atmospheric Chemistry. Applications are invited for the position of senior research associate in the laboratory of Professor Hiromi Niki in the Centre for Atmospheric Chemistry. Candidates must have a PhD in chemistry or chemical engineering with two or more years of post-doctoral research experience in atmospheric chemistry. The following specific experience is required: logistical coordination of multiple field sampling campaigns; independent research in gas phase atmospheric reaction mechanisms, particularly those of tropospheric interest, using high resolution FTIR; supervision of technicians and student researchers; atmospheric sampling in urban and remote environments; familiarity with GC-FID and GC-MSD analyses of trace gases in air; collaborative interpretation of atmospheric field data; publication in refereed journals; presentation at professional meetings. This position is considered to be a permanent part of Professor Niki's research group. Submit a resume and names and addresses of two references before April 5, 1995 to: Professor Hiromi Niki, Centre for Atmospheric Chemistry, 006A Steacie Science Library, York University, North York, ON M3J 1P3. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. York University is implementing a policy of employment equity, including affirmative action for women faculty.

Memorial
University of Newfoundland

RESEARCH CHAIRS IN FISHERIES CONSERVATION

A partnership between Memorial University of Newfoundland, Fishery Products International, the Department of Fisheries, Food and Agriculture, Government of Newfoundland and Labrador, the Department of Fisheries and Oceans, Government of Canada, and the Natural Sciences and Engineering Research Council of Canada.

Memorial University of Newfoundland, in conjunction with its partners, intends to establish a major program in Fisheries Conservation. Nominations and applications are invited for a Senior Research Chair and two Junior Research Chairs in this field. As an integral part of its strategic plan Memorial University is building upon its unique North Atlantic location by enhancing and developing programs in fisheries and marine science, and other maritime related disciplines.

For the Senior Chair the University seeks an outstanding scholar with a distinguished record and an international reputation in issues related to fish population biology, conservation biology and fisheries resource management. North Atlantic groundfish will be the research focus of the Chair. The Senior Chair will have the experience and reputation to attract graduate students to a research team that will also include the two Junior Chairs, postdoctoral fellows and research assistants. The appointee will provide leadership in the research area and will be expected to lead in the development of interdisciplinary research and teaching programs in collaboration with the Junior Chairs and marine scientists from other departments of the University. The Senior Chair should be eligible for appointment at the rank of Professor with tenure.

The Junior Chairs will complement the expertise of the Senior Chair in the areas of cold ocean ecosystems and stock dynamics. Thus applicants whose primary training is in physical, biological or chemical oceanography, but whose research is applicable to fisheries conservation should consider applying. Applicants must have a doctoral degree and at least two years of postdoctoral experience. Depending on qualifications, the Junior Chairs will be appointed in tenure-stream positions at the rank of Assistant or Associate Professor. Graduate and undergraduate teaching will be expected at a level commensurate with the research activities of the Chairs.

The Research Group will form an integral component of the Fisheries and Marine Institute of Memorial University. The Chairs will also be expected to develop cross-appointments in other departments or divisions of the University, including the active programs in marine and fisheries science at the Fisheries and Marine Institute, the Ocean Science Centre, and the Departments of Biology, Physics and Earth Sciences in the Faculty of Science. Other marine research is conducted in the Faculty of Engineering and the Centre for Cold Ocean Research Engineering. The University is also actively involved in international fisheries projects.
The appointment of the Chairs and the development of the Research Program is contingent upon the receipt of funding from the Research Partnership Program of the Natural Sciences and Engineering Research Council.

A nomination or application, including full curriculum vitae and the names and addresses of at least three referees, should be submitted in confidence by April 30, 1995 to:

Dr. Hugh Miller
Associate Executive Director
Fisheries and Marine Institute
Memorial University of Newfoundland
P. O. Box 4920
St. John's, Newfoundland
A1C 5R3

In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity and welcomes applications from all qualified candidates.

University of Alberta
Edmonton

The Department of Elementary Education and Continuing Professional Education of the Faculty of Education

The Department of Elementary Education and the Continuing Professional Education unit of the Faculty of Education, University of Alberta are seeking an instructor to teach Orff-Schulwerk Level III (July 3-14, 1995) and the Master Class in Orff-Schulwerk (August 7-11, 1995). Qualifications should include:

1. Extensive understanding of the psychological, philosophical and pedagogical significance of Carl Orff and extensive experience in active and creative music teaching based on the Orff principles.
2. Knowledge of authentic folk materials (from a variety of cultures), the ability to teach advanced movement skills and the ability to compose/arrange music for song and Orff instrumentation.
3. Extensive Orff-Schulwerk teaching experience at the University level.

Responsibilities for instruction include both lectures and labs in ensemble, pedagogy and movement. Remuneration is $2400 per course. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Closing date for applications is April 15, 1995.
Applications accompanied by a curriculum vitae and three letters of reference should be sent to:

Dr. Robert K. Jackson, Chair
Department of Elementary Education
551 Education South
University of Alberta
Edmonton, Alberta
Canada T6G 2G5

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

ANNONCES CLASSÉES

AUDIOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA - School of Audiology and Speech Sciences. Applicants are invited for a tenure track position in Audiology at the rank of Assistant or Associate Professor in the School of Audiology and Speech Sciences at the University of British Columbia, available July 1, 1996. The School offers graduate level education (M.Sc. and PhD) leading to professional certification in speech-language pathology/audrology or to research careers. Duties include instruction in hearing science and audiology, research, and university/school/professional service. A PhD and strong evidence of scholarly productivity are required; preference will be given to applicants with expertise in clinical electrophysiological assessment. Salary, rank and tenure status commensurate with qualifications. Interested persons should send a letter of application, curriculum vitae, and the names (phone numbers and addresses) of three referees by April 15, 1995 to: Professor Judith Johnston, School of Audiology and Speech Sciences, UBC, 5804 Fairview Ave., Vancouver, B.C. V6T 1Z3. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BIBLICAL STUDIES

TRINITY WESTERN SEMINARY - Biblical Studies. A tenure track position beginning August, 1995 at the rank of Assistant or Associate Professor to teach Biblical Studies (Old or New Testament). The successful applicant will be required to teach courses in Biblical Studies, Exegesis, and interpretive methods. A minimum of three to five years of experience teaching at the graduate level in a theological context, some record of publication, doctoral completed and facility in Biblical languages is required. Preference will be given to someone with previous ministry or pastoral experience. Trinity Western Seminary is the graduate theological division of Trinity Western University and is a part of ACTS, a three-seminary theological consortium. TWS is affiliated with the Evangelical Free Church of Canada. CV's and letters of reference should be directed to Dr. Guy Saffold, Dean, Trinity Western Seminary, 7600 Glover Road, Langley, BC V3A 6H4 (604)888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

BIOCHEMISTRY & MDLECULAR BIDLOGY

THE UNIVERSITY OF MANITOBA - The Department of Biochemistry and Molecular Biology invites applications for a contingent position at the rank of Assistant Professor. Applicants must have a PhD, and/or M.D. degree and the appropriate postdoctoral experience. The successful candidate should possess a productive research record and an interest to teach medical and graduate students. In addition, the incumbent is expected to establish an active externally funded research program. Research experience in protein biochemistry, gene therapy or other emerging areas of Biomedical research is highly desirable. The present salary range for an Assistant Professor is $34,882 - $59,532 and the starting salary is dependent on qualifications and experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications including curriculum vitae and names of three referees, should be sent to: Dr. P.C. Choy, Professor and Head, Department of Biochemistry and Molecular Biology, Faculty of Medicine, University of Manitoba, Winnipeg, Manitoba, Canada R3E 0W3. Closing date for receipt of applications is March 31, 1995.

BIDLOGY

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Higher Plant Ecologist. Applications are invited for a tenure track position at the Assistant Professor level in the Department of Biology commencing in September 1995. We are seeking a higher plant ecologist. The successful candidate will be expected to develop a strong research program, seek and secure external funding, supervise graduate students and teach courses at the undergraduate and graduate levels. Candidates must have a PhD and preferably postdoctoral experience. Application, including curriculum vitae, statement of research directions, the names and addresses of three references, and copies of representative publications should be sent to: Dr. T.R. Patel, Chair, Search Committee, Biology Department, Memorial University of Newfoundland, St. John's, NF Canada A1B 3X9. Screening of applications will begin on April 15, 1995. In accordance with Canadian immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity.

YORK UNIVERSITY. Faculty of Pure and Applied Science. Department of Biology. A three-year postdoctoral position in behavioural ecology. The position requires some undergraduate teaching in each academic year and offers opportunities for independent and collaborative research. Salary is $30,000.00 per annum, with a research grant of up to $10,000.00 per annum. The successful candidate is expected to begin by Sept. 1, 1995. Applicants should submit a detailed c.v. and samples of published works, and arrange for three confidential letters of reference to be sent to: Dr. M.B. Fenton, Chair, Selection Committee, 247 Farquharson, Department of Biology, York University, North York, Ont. M3J 1P3. Deadline for applications is April 10, 1995. Applications are encouraged from aboriginal persons, members of visible minorities, and women. York University is implementing a policy of employment equity, including affirmative action for women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

BUSINESS

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited for tenure-track positions in the areas of (i) accounting and (ii) finance with one position available in each area. Positions are subject to budget approval. Rank is open based on qualifications and experience. Visiting appointment is also possible. PhD or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1995 preferred. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke free work environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents. Applications should be sent to: Dr. Lawrence I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba R3T 5V4. Application deadline is March 31, 1995.

UNIVERSITY OF GUELPH - The Department of Consumer Studies at the University of Guelph invites applications for a two year contract position in Marketing and Consumer Studies. The Department is part of the College of Family and Consumer Studies which also includes the School of Hotel and Food Administration. The Department offers two undergraduate majors, one in Marketing within the BComm program and a second in Consumer Studies within the BASc program. Minors in both Marketing and Consumer Studies are also offered in the BA program. As the graduate level the Department offers the MSc degree with focus on Marketing or Consumer Policy and Affairs. Responsibilities of this position include undergraduate level teaching in Marketing and/or Consumer Studies, the pursuit of scholarly research, and participation in the administrative activities of the department. Applicants at minimum should have an MSc or MBA and prior teaching or practical experience with teaching interests in one or more of: consumer behaviour, analysis of markets, marketing information systems, distribution systems, research methods, international marketing, and, marketing policy and strategy. The appointment will be effective Aug. 1, 1995 and is subject to final budgetary approval. Salary will be in accordance with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of the visible minorities and women. Applications should include curriculum vitae, names of at least three referees, and an indication of research and teaching interests, and should be submitted no later than May 1, 1995 to the Chair, Department of Consumer Studies, University of Guelph, Guelph, Ontario N1G 2W1. (Tel: 519 824 4120, Ext. 2120 - FAX 519 823 1964)

UNIVERSITY OF GUELPH - The Department of Consumer Studies at the University of Guelph invites applications for two tenure track positions in Marketing and Consumer Studies at the level of Assistant Professor. The Department is part of the College of Family and Consumer Studies which also includes the School of Hotel and Food Administration. The Department offers two undergraduate majors, one in Marketing within the BComm program and a second in Consumer Studies within the BASc program. Minors in both Marketing and Consumer Studies are also offered in the BA program. At the graduate level the Department offers the MSc degree with focus on Marketing or Consumer Policy and Affairs. Responsibilities of these positions include undergraduate and graduate level teaching in Marketing and/or Consumer Studies, and the pursuit of scholarly research. Applicants should have (or be near completion) a PhD with an emphasis in consumer/market studies and/or marketing, and teaching interests in one or more of: consumer behaviour, analysis of markets, marketing information systems, distribution systems, research methods, international marketing, and, marketing policy and strategy. The appointment will be effective as early as July 1, 1995 and is subject to final budgetary approval. Salary will be in accordance with experience. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of the visible minorities and women. Applications should include curriculum vitae, names of at least three referees, and an indication of research and teaching interests, and should be submitted no later than May 1, 1995 to the Chair, Department of Consumer Studies, University of Guelph, Guelph, Ontario N1G 2W1. (Tel: 519 824 4120, Ext. 2120 - FAX 519 823 1964)

BUSINESS ADMINISTRATION

UNIVERSITY OF PRINCE EDWARD ISLAND - The School of Business Administration of the University of Prince Edward Island - Accounting and Management. Applications are invited for a term faculty position in accounting with teaching and research interests in (1) Introduction to Accounting, (2) Intermediate Accounting, (3) Managerial Accounting, (4) Auditing, (5) Accounting Theory, and (6) Advanced Financial Accounting. Qualifications: Masters/M.B.A., CA preferred but consideration will be given to BBA, CA or equivalent. Applications are also invited for a term faculty position in Management with teaching and research interests in a combination of (1) Introduction to Business, (2) Human Relations, (3) Business Communication (4) Personnel Administration, (5) Organizational Theory and Change, (6) Business and Society, and (7) Policy and Strategic Management. Qualifications: PhD preferred but consideration will be given to MBA or equivalent. Appointments will be made at the Lecturer or Assistant Professor level depending upon qualifications. The current salary scale for Lecturer is $30,994 to $39,839 and Assistant Professor is $36,464 to $50,616. Positions are subject to budgetary approval. Appointments effective July 1, 1995. The University of Prince Edward Island is committed to the principle of employment equity. Send curriculum vitae and the names and addresses of three referees to Dr. I. Ronald Collins, Dean, School of Business Administration, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3.

CHEMISTRY

LAKEHEAD UNIVERSITY - The Department of Chemistry at Lakehead University invites applications for a probationary (tenure-track) appointment in organic chemistry at the Assistant Professor level. Applicants should have a PhD and preferably some postdoctoral or industrial experience. The successful applicant will be expected to develop a research program, (in any of several areas, ex. analytical organic, physical organic), and to teach at all levels, primarily at the undergraduate level. Ideally, the position will be filled by August 1, 1995 with the latest starting date of September 1, 1995. This appointment is subject to final budgetary approval. Interested applicants should forward a curriculum vitae and the names and addresses of three referees to: Dr. I. Gellert, Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

THE UNIVERSITY OF WINNIPEG, Department of Chemistry, invites applications for a tenure-track position in Organic or Bio-Organic Chemistry at the rank of Assistant Professor, commencing on July 1, 1995 (subject to final budgetary approval). Candidates must possess a PhD in Chemistry and have some postdoctoral research experience. The University is primarily an undergraduate institution and is committed to excellence in teaching and research. The Department offers a program leading to a major in Chemistry, including a Co-op option. The successful candidate will be expected to teach both senior and introductory courses and to develop a research program in organic chemistry. In accordance with Canadian Immigration requirements, first preference must be given to Canadian citizens and permanent residents. Applications will be accepted until March 31, 1995. Salary commensurate with experience and qualifications. Applications should provide a curriculum vitae, a research proposal, and should arrange to have three confidential letters of reference sent on their behalf to: Dr. K. Friesen, Chair, Search Committee, Department of Chemistry, The University of Winnipeg, Winnipeg, Manitoba, R3B 2E9. Telephone: (204)786-9730, Fax: (204)786-1824.

CLASSICS

WILFRID LAURIER UNIVERSITY invites applications for a one-year limited-term sabbatical replacement position, with duties to commence July 1, 1995. The applicant should possess the PhD with specialization in Greek language and literature, but be prepared to teach courses in general Classical Civilization as well as Greek and Latin.

DEUX POSTES DE PROFESSEURS, PROFESSEURES

Le Département de psychopédagogie procède actuellement au recrutement de professeures, professeurs dans les domaines suivants:

Poste n° 1: Développement global du jeune enfant comme fondement de l'intervention au préscolaire et applications pédagogiques qui en découlent

Poste n° 2: Développement global de l'enfant de 6 à 12 ans comme fondement de l'intervention au primaire et applications pédagogiques qui en découlent.

DESCRIPTION POUR LES DEUX POSTES

- Enseignement de premier cycle à de futurs enseignantes et enseignants du préscolaire et du primaire.
- Enseignement dans les mêmes domaines aux 2e et 3e cycles.
- Encadrement d'étudiantes et d'étudiants gradués.
- Développement de la recherche dans les domaines précités.

CRITÈRES DE SÉLECTION

- Doctorat en sciences de l'éducation ou dans une science connexe.
- Intérêt pour la recherche, l'intervention en milieu scolaire et la formation pratique des enseignantes et enseignants au **préscolaire pour le poste n° 1** et au **primaire pour le poste n° 2**.
- Expérience en recherche dans les domaines précités.
- Expérience en milieu scolaire **préscolaire pour le poste n° 1** et en milieu **primaire pour le poste n° 2**.
- Expérience dans la formation des enseignantes et enseignants.

Traitement et conditions de travail: selon la convention collective.

DATE D'ENTRÉE EN FONCTION: le 1er juin 1995.

Les personnes intéressées à poser leur candidature doivent faire parvenir, au plus tard le **15 avril 1995**, leur curriculum vitae, une lettre fournissant des détails sur leur expérience, leurs recherches en cours et leurs intérêts ainsi qu'une de leurs publications et deux lettres de référence à:

André Paré, directeur
Département de psychopédagogie
Faculté des sciences de l'éducation
Université Laval, Québec G1K 7P4

Très important: Préciser le numéro du poste pour lequel vous appliquez.

Doyenne des universités canadiennes et des universités francophones en Amérique, l'Université Laval appuie le progrès et l'ouverture de la société en alliant formation de qualité et développement du savoir.

UNIVERSITÉ LAVAL — *Faculté des sciences de l'éducation* — Département de psychopédagogie

LE SAVOIR DU MONDE PASSE PAR ICI

En vertu de son Programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes. En accord avec les exigences du ministère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents du Canada.

UNIVERSITY OF REGINA

invites applications for the position of

DIRECTOR, VOCATIONAL/TECHNICAL EDUCATION FACULTY OF EDUCATION

This is a probationary, full-time, tenure-track position effective on or before July 1, 1995 (subject to final budgetary clearance). Rand and salary negotiable, commensurate with qualifications and experience.

The Vocational/Technical Education Program at the University of Regina provides leadership and support to the training and development community in Saskatchewan offering part-time studies for individuals working or aspiring to work in the vocational development of adults. Program participants are drawn from postsecondary educational institutions as well as from training and development interests in private and public sector agencies. Formal studies are offered at both undergraduate and graduate levels on an evening basis in Regina as well as in a number of outreach locations. In the immediate future, it is planned that undergraduate programs will be redeveloped as part of a growing distance education initiative at the University of Regina.

The Director is responsible for the management of academic and related services offered by the Vocational/Technical Education Department. As well, the successful candidate will also be responsible for teaching at both the undergraduate and graduate levels as well as supervising graduate students. Applicants should have a doctorate plus considerable experience relevant to the vocational development of adults. Education and experience should reflect a focus in distance education and instructional technology. A background in administration would also be a definite asset.

Applications, including curriculum vitae, transcripts (copies of transcripts will suffice) and three reference letters, should be sent by **April 17, 1995** to: **Dr. Michael Tymchak, Dean, Faculty of Education, University of Regina, Regina, Saskatchewan S4S 0A2**, Fax: (306)585-5330.

In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

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CLASSIFIEDS

Applicants should send their curriculum vitae and the names of three referees to Dr. H.A. MacLean, Chair, Department of Classics, Wilfrid Laurier University, Waterloo, ON N2L 3C5 (email hmaclean@machf.wlu.ca). Closing date for applications is April 30 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Wilfrid Laurier University encourages applications from qualified women, aboriginal peoples, visible minorities and persons with disabilities.

MOUNT ALLISON UNIVERSITY - The Faculty of Humanities at Mount Allison University seeks applicants for the Classics Department who have PhD's or PhD's near completion for positions involving undergraduate teaching and research. Duties will include teaching courses on ancient history and classical civilization as well as language instruction in Greek or Latin. A special interest in Greek and Roman history is desirable. The appointment will be either tenure-track or for a term of one or two years and is subject to budgetary approval. The rank at which this appointment may be made is Lecturer, Assistant Professor or Associate Professor. The 1994-95 salary ranges for these ranks are Lecturer, $28,580 - $41,128; Assistant Professor, $34,834 - $48,970; or Associate Professor, $44,264 - $60,350. Salaries are subject to negotiations. An application should include a curriculum vitae and the names of three referees, and should be sent to the Chair of the Search Committee, Department of Classics, Mount Allison University, Sackville, N.B. E0A 3C0. The closing date is March 31, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications are encouraged from all qualified candidates, including women, aboriginal peoples, those with disabilities, and visible minorities.

COMMERCE

THE UNIVERSITY OF SASKATCHEWAN - Applications are invited for permanent and visiting faculty positions from those with teaching and research interests in Accounting, Finance, Industrial Relations, Management Science, Marketing and Organizational Behaviour. A PhD or equivalent and strong research interests required for permanent positions. Masters and professional credentials acceptable for visiting or limited term appointments. Salary and rank depend on qualifications. Applications are welcome until positions are filled. Positions are subject to final budgetary authorization. Appointments are normally effective as of July 1. Canadian citizens who are qualified and available to work in the above areas will be given priority. The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of abongnial descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Please send resumes to: Dr. W. John Brennan, Dean, College of Commerce, 25 Campus Drive, University of Saskatchewan, Saskatoon, SK S7N 5A7.

COMPUTER SCIENCE

THE UNIVERSITY OF BRITISH COLUMBIA - The Department of Computer Science at the University of British Columbia is recruiting for a tenure track position at the rank of Assistant Professor. The Department will consider outstanding applicants over a wide range of areas of Computer Science research. At the same time, the Department has particular interest in recruiting in the areas of databases, software engineering, systems, computer graphics, programming languages and scientific computation. One of the University's highest academic priorities is to continue to build a leading centre in Computer Science and outstanding candidates are sought to participate in this effort. Applicants must demonstrate exceptional research potential and teaching ability. The successful candidate is expected to pursue an active research program, perform both graduate and undergraduate teaching, and supervise graduate students. A PhD or equivalent in Computer Science or related area is required. The position is available as of July 1, 1995, and salary will be commensurate with experience. The University of British Columbia is situated on the tip of a peninsula, is surrounded by beaches, lush green forests, and spectacular views of ocean, mountains and downtown Vancouver. Just 20 minutes away from both downtown and airport, this location enjoys a unique combination of unsurpassed opportunities for outdoor recreation and easy access to an exciting cosmopolitan city. Applicants should submit their resume and the names of at least three references to Dr. R.J. Woodham, Recruiting Co-ordinator, Department of Computer Science, University of British Columbia, Vancouver, B.C. V6T 1Z4. Applications will be accepted until April 30/95. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. UBC welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. The position is subject to available funding.

UNIVERSITY OF REGINA - Computer Science. Applications are invited for a probationary appointment (i.e. tenure track) to the rank of Assistant Professor in the Department of Computer Science effective July 1, 1995 subject to budget approval. The Department maintains active B.Sc., M.Sc. and PhD programs, along with established research in several areas of software and/or applications, supported by up-to-date hardware systems. The Department is seeking individuals with expertise in graphics, image processing, networks, software engineering, databases or artificial intelligence. Applications, including a curriculum vitae, three letters of reference and appropriate transcripts should be received by April 11, 1995 and directed to Dr. L.V. Saxton, Head, Department of Computer Science, University of Regina, Regina, Saskatchewan S4S 0A2. The University of Regina is committed to employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

COMPUTING SCIENCE

UNIVERSITY OF ALBERTA - Department of Computing Science/Faculty of Science. Applications are invited for a tenure-track position at the Assistant Professor level in the areas of communication networks, distributed and parallel systems, or software engineering. Responsibilities include research as well as teaching at both the graduate and undergraduate levels. The Department consists of 31 academic and 27 support staff, and offers a graduate program with over 100 M.Sc. and PhD students. Current computer equipment consists of a network interconnecting a four processor SGI 4D340S, a 64 processor Myrias SPS-2 parallel computer, four Sun file servers delivering 40 GBytes of storage, over 150 Sun, DEC and SGI workstations in research laboratories and offices, and several MIPS CPU servers. The Department is well connected via the Campus FDDI network to the remainder of the Campus and the Internet. Instructional facilities include six laboratories of Sun workstations and two of Macintoshes. There are several well-supported research laboratories in artificial intelligence, computer graphics, computer vision and robotics, database systems, networks and distributed operating systems, distributed and parallel systems, and software engineering. The current salary minimum is $39,230 with the appointment level being commensurate with qualifications and experience. Send curriculum vitae, the names of three references and up to three reprints or copies of important publications. A PhD or equivalent is the minimum qualification; new PhD's should include a copy of their transcript. Applications will be accepted until 1 April 1995 with employment commencing on 1 July 1995. Please send applications to: Dr. M. Tamer Özsu, Acting Chair, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada T6G 2H1; E-mail: ozsu@cs.ualberta.ca. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

COUNSELLING

TRINITY WESTERN SEMINARY - Counselling Program Director. A tenure track position beginning August, 1995 at the rank of Assistant or Associate Professor to direct the program in Counselling. The successful applicant will be required to teach counselling theories, interventions, and pastoral care, and to administer a program of practica and internships. Three to five years of experience in professional counselling ministry, and a completed doctorate is required. Preference will be given to candidates with previous pastoral experience. Trinity Western Seminary is the graduate theological division of Trinity Western University and is a part of ACTS, a three-seminary theological consortium. TWS is affiliated with the Evangelical Free Church of Canada. C.V.'s and letters of reference should be directed to Dr. Guy Saffold, Dean, Trinity Western Seminary, 7600 Glover Road, Langley, B.C. V3A 6H4 (604)888-7511. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Trinity Western Seminary does not discriminate on the basis of gender or ethnic identity.

TRINITY WESTERN SEMINARY - Counselling. A tenure track position beginning August, 1995 at the rank of Assistant or Associate Professor to direct the program in Counselling. The successful applicant will be required to teach counselling theories, interventions, and pastoral care. Three to five years of experience in professional counselling ministry, and a completed doctorate is required along with teaching experience at the graduate level. Preference will be given to candidates with previous pastoral experience. Trinity Western Seminary is the graduate theological division of Trinity Western University and is a part of ACTS, a three-seminary theological consortium. TWS is affiliated with the Evangelical Free Church of Canada. C.V's and letters of reference

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L'Université de Moncton désire combler les postes suivants :
(Ces postes seront comblés sous réserve d'approbation budgétaire.)

Professeures remplaçantes ou professeurs remplaçants

Départements de biologie et d'informatique

(Période de dix mois)

La Faculté des sciences de l'Université de Moncton sollicite des candidatures de professeures au rang d'adjointe ou de professeurs au rang d'adjoint afin de remplacer le personnel en congé sabbatique dans les départements mentionnés ci-dessous durant l'année universitaire 1995-1996.

Les candidates et candidats, sauf lorsqu'il y a indication contraire, devront posséder un doctorat dans la discipline concernée. Des qualités tangibles en enseignement et une maîtrise adéquate du français écrit et oral sont également exigées.

Exigences particulières :

- Département de biologie (un poste) : enseignement d'un cours en écologie générale et des travaux pratiques associés, des cours d'introduction en biologie et des cours spécialisés de premier et(ou) de deuxième cycle selon le domaine d'expertise de la personne engagée.
- Département d'informatique (deux postes) : enseignement des cours au premier cycle. Les candidatures faisant état d'une maîtrise jumelée à une expérience pertinente en enseignement peuvent aussi être considérées.

Les candidates et candidats doivent envoyer leur curriculum vitæ et le nom de trois répondantes ou répondants (ou veiller personnellement à l'envoi de trois lettres de recommandation), avant le 31 mars 1995, à M. Victorin N. Mallet, doyen, Faculté des sciences, Université de Moncton, Moncton (N.-B.) E1A 3E9. Téléphone : (506) 858-4301; télécopieur (506) 858-4541; adresse électronique : malletv@bosoleil.ci.umoncton.ca

Professeures remplaçantes ou professeurs remplaçants

Informatique de gestion et administration

(Postes temporaires de dix mois)

• Informatique de gestion

Fonctions : enseignement au premier cycle en informatique de gestion.

Formation : Ph.D. en informatique de gestion ou maîtrise spécialisée dans le même domaine. De préférence, la personne qui sera retenue devrait posséder une expérience dans le domaine. La maîtrise de la langue française tant orale qu'écrite est essentielle.

• Administration

Fonctions : *enseignement au premier cycle en gestion des ressources humaines, gestion du personnel et introduction aux affaires.*

Formation : de préférence, Ph.D. ou l'équivalent avec expérience en enseignement. Les candidatures des personnes possédant une maîtrise jumelée à une expérience pertinente dans les mêmes domaines seront également considérées. Sont également invitées à postuler les personnes actuellement en instance de thèse ou en voie d'obtenir un Ph.D. dans un domaine connexe. La maîtrise de la langue française tant orale qu'écrite est essentielle.

Lors de son engagement, la professeure ou le professeur à temps plein se voit attribuer un des rangs professoraux définis dans la convention collective selon sa formation et son expérience. Le traitement annuel est aussi établi selon la formation et l'expérience.

Entrée en fonction : le 1er août 1995. Les candidatures pourront être considérées dès leur réception. Toute candidature doit comporter un curriculum vitæ avec le nom et l'adresse de trois répondantes ou répondants et être remise au plus tard le 30 mars 1995 à M. Paul Lanctôt, doyen, Faculté d'administration, Université de Moncton, Moncton (N.-B.) E1A 3E9. Téléphone : (506) 858-4205

Professeure ou professeur en littérature acadienne

Département d'études françaises

(Poste régulier conduisant à la permanence)

Fonctions : enseignement de la littérature acadienne (roman, théâtre) et éventuellement de cours de langue et(ou) de littérature aux trois cycles; recherche liée au domaine de la littérature acadienne; direction de travaux de recherche à la maîtrise et au doctorat; participation aux activités régulières du département.

Formation : Ph.D. ou l'équivalent.

Expérience : le comité tiendra compte de l'expérience en enseignement et en recherche ainsi que des publications, principalement dans le domaine visé par ce concours.

Entrée en fonction : le 1er juillet 1995. Le dossier de candidature devra obligatoirement comprendre une lettre de candidature contenant des précisions quant au profil de carrière, un curriculum vitæ complet et à jour, trois lettres de recommandation et un exemplaire de deux publications récentes. Ce dossier doit parvenir avant le 15 avril 1995 à M. Zénon Chiasson, Faculté des arts, Université de Moncton, Campus de Moncton, Moncton (N.-B.) E1A 3E9.

UNIVERSITÉ DE MONCTON

Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents seulement.

University of Alberta
Edmonton

Chair Department of Medical Microbiology & Infectious Diseases

Faculty of Medicine

The Department of Medical Microbiology & Infectious Diseases (MMID) in the Faculty of Medicine at the University of Alberta is seeking an outstanding individual with a record of achievement in scientific research, teaching, and academic administration to chair the department. MMID encompasses an active clinical microbiology unit which complements a strong basic research program. The department consists of 16 full-time faculty and more than 40 graduate students. Approximately 35 faculty members from several clinical departments are also cross-appointed to MMID, and they contribute to a highly successful teaching program.

The research and teaching strengths of MMID will be further enhanced when the department merges with the existing Department of Immunology at the University of Alberta. The proposed merger has been approved by Faculty Council and is currently being considered by the appropriate university committees. The successful candidate for the Chair of MMID will be expected to lead the new unified Department of Medical Microbiology and Immunology, with combined full-time faculty of 20, including two Howard Hughes International Scholars, and more than 50 graduate students. The combined department will have strong research programs ranging from x-ray crystallography, through HIV biology and pathogenesis, to cytokines and intracellular signaling during T-cell activation.

The successful candidate will have a proven record of research productivity in the fields of immunology or medical microbiology, and have a strong commitment to excellence in both disciplines. This appointment will be at the rank of full Professor with salary commensurate with qualifications and experience. Applicants should reply by April 30, 1995, enclosing a curriculum vitae and the names and addressed of three referees to:

Dr. D. Lorne J. Tyrrell
Dean, Faculty of Medicine
University of Alberta
2J2 WC Mackenzie HSC
Edmonton, Alberta, Canada
T6G 2R7

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

should be directed to Dr. Guy Sitfold, Dean, Trinity Western Seminary, 7600 Glover Road, Langley, B.C. V3A 6H4 (604)888-7511. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents Trinity Western Seminary does not discriminate on the basis of gender or ethnic identity.

DANCE

CONCORDIA UNIVERSITY - The Contemporary Dance Department, Faculty of Fine Arts invites applications for a full-time, tenure track appointment at the rank of Assistant-Professor, commencing August 1st, 1995. Applicants should have a Master's Degree or equivalent, a minimum of five years teaching experience and should be actively involved in research and creative work. In addition, they should have experience in and sound knowledge of at least two of the following areas: Choreography, Creative Process in Dance and Technical Training for contemporary dance. Additional experience in Aspects of Production for Dance, Dance History and Sound/Musical training for Dance would be considered an asset. The candidate is expected to share in the organization and administration of the Department. Bilingualism is required. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send complete curriculum vitae, documentation of work, statement of teaching philosophy, and three reference letters by June 1st, 1995 to: Silvy Pinet-Raymond, Chair, Contemporary Dance Department, Faculty of Fine Arts, Concordia University, 7141 Sherbrooke Street W., Montreal, Quebec H4B 1R6.

DENTISTRY

THE UNIVERSITY OF BRITISH COLUMBIA - Faculty of Dentistry, Department of Clinical Dental Sciences. Applications are invited for a full-time Assistant Professor tenure-track position in the Division of Prosthodontics in the Department of Clinical Dental Sciences. Responsibilities for the position include participation in and coordination of undergraduate teaching and possible future graduate programs in prosthodontics and the further development of research related to the discipline. Candidates should have a proven record of teaching and research and be eligible for specialty certification in prosthodontics with the College of Dental Surgeons of British Columbia. One day per week is available for private practice. The starting date is July 1, 1995 or as soon as possible thereafter. Salary will be dependent on qualifications and is subject to final budgetary approval. The University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates are requested to forward a letter of application (including the names and addresses of three referees whom the selection committee may contact) and a curriculum vitae prior to May 1, 1995. Applications or further enquiries should be directed to: Dr. Alan A. Lowe, Professor and Head, Department of Clinical Dental Sciences, Faculty of Dentistry, The University of British Columbia, 2199 Wesbrook Mall, Vancouver, B.C. V6T 1Z3; Telephone: (604)822-3414; Fax: (604)822-3562; e-mail: alowe@unixg.ubc.ca

THE UNIVERSITY OF WESTERN ONTARIO - Molecular Biology - The Division of Oral Biology is seeking an outstanding candidate with interests in the molecular biology of mineralized tissues for a full-time, tenure-track position at the Assistant or Associate Professor level. Candidates should have a PhD (or equivalent) and at least two years postdoctoral experience. The appointee is expected to develop or have already established unique, externally-funded research program complementing existing strengths in the biochemistry and physiology of mineralized tissues. Current areas of interest include signal transduction in bone cells, extracellular matrix biochemistry and mechanisms of biological mineralization. A commitment to teaching and contributions to administration are expected. Application screening will begin April 1, 1995 and continue until position is filled. Send curriculum vitae, selected reprints, outline of research plans and names of three referees to: Dr. R.L. Brooke, Dean, Faculty of Dentistry, The University of Western Ontario, London, Ontario, Canada N6A 5C1. Positions are subject to budget approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

EDUCATION

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Faculty of Education, Memorial University of Newfoundland, invites application for tenure track position in the area of Administrative Studies commencing September 1, 1995. Appointments are normally made at the Assistant Professor level. Normal qualifications include an earned doctorate, broad academic/ practicum background in school/school system administration, with specific competency in one or more of the following: personnel administration, school community partnerships, or leadership and educational change theory. Duties of the position include some combination of undergraduate and graduate teaching, internship supervision, thesis supervision, research and professional development activities. All positions carry a requirement to teach and to maintain an active program of research and development. Applications including curriculum vitae and the names of at least three referees should be submitted by May 15, 1995 to: Dean of Education, Faculty of Education, Memorial University of Newfoundland, St.John's, NF A1B 3X8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity. Positions are subject to budgetary approval.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Faculty of Education of Memorial University of Newfoundland, invites applications for a tenure track position in the area of Educational Psychology, with a specialization in counselling, commencing September 1, 1995. Appointments are normally made at the Assistant Professor level. Applicants should have a doctorate, and preference will be given to those with counselling experience in educational settings. It is desirable if applicants possess expertise in one or more of the following areas: assessment, development, learning, exceptionality. Duties will include undergraduate and graduate teaching in school counselling and school psychology, and the supervision of graduate interns. All positions carry a requirement to teach and to maintain an active program of research and development. Applications including curriculum vitae and the names of at least three referees should be submitted by May 15, 1995 to: Dean of Education, Faculty of Education, Memorial University of Newfoundland, St.John's, NF A1B 3X8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity. Positions are subject to budgetary approval. Applications are encouraged from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

ENGINEERING

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Civil Engineering. Applications are invited for a 3 year contractual faculty position at the rank of Assistant Professor in the area of Structural Engineering commencing May 1, 1995 or earliest thereafter. There is a specific interest in candidates with strong research background in steel design. Applicants should hold a basic degree in Civil Engineering with a doctoral degree or equivalent in Structual Engineering, and have a demonstrated commitment to teaching and research in the University environment. The successful candidate will be expected to teach graduate and undergraduate courses, conduct research, and supervise graduate students. The Faculty of Engineering and Applied Science at Memorial University has well established co-operative undergraduate and active graduate programs in the major disciplines. There are research and graduate programs in all areas of civil engineering. Applicants should send a curriculum vitae with the names of at least three referees and three representative publications to: Dr. R. Seshadri, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St.John's, Newfoundland, Canada A1B 3X5; Reference: CIV-95-01; Fax #: (709)737-8975. The closing date for applications is March 31, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity. Positions are subject to budgetary approval.

CONCORDIA UNIVERSITY - Adult Education. The Education Department of Concordia University invites applications for a one year Limited Term Appointment (LTA) in Adult Education at the Assistant Professor level. The appointment will be effective August 15, 1995 to May 31, 1996, and subject to final budgetary approval. Adult Education at Concordia is organized around several programs: an undergraduate minor and certificate, a graduate diploma which may or may not lead to provincial teacher certification, and a Master of Arts in Educational Studies with a concentration in Adult Education. While program faculty are encouraged to develop areas of special interest, it is also important that teaching faculty remain responsive to a wide spectrum of student interests. The program is currently exploring the use of distance education as a means of meeting the needs of learners outside the area of greater Montreal. In general, teaching in the program is done outside traditional day-time hours. Applicants should have a doctorate relevant to the field of adult education. S/he should be prepared to assume roles in teaching at the undergraduate and/or graduate levels, assisting in academic advising and supervision, undertaking administrative tasks, and participating in program and curriculum development. A record of scholarly achievement is an asset. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. Interested applicants should forward, by April 15, 1995, a letter of application outlining teaching and scholarly interests, a current curriculum vitae indicating appropriate education and relevant experience, and the names of at least three referees to: Riva Heft, Director, Adult Education Program, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec H3G 1M8.

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Civil Engineering. Applications are invited for a 3 year contractual faculty position at the rank of Assistant Professor or the area of Structural Engineering commencing May 1, 1995 or earliest thereafter. There is a specific interest in candidates with strong research background in steel design. Applicants should hold a basic degree in Civil Engineering with a doctoral degree or equivalent in Structual Engineering, and have a demonstrated commitment to teaching and research in the University environment. The successful candidate will be expected to teach graduate and undergraduate courses, conduct research, and supervise graduate students. The Faculty of Engineering and Applied Science at Memorial University has well established co-operative undergraduate and active graduate programs in the major disciplines. There are research and graduate programs in all areas of civil engineering. Applicants should send a curriculum vitae with the names of at least three referees and three representative publications to: Dr. R. Seshadri, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St.John's, Newfoundland, Canada A1B 3X5; Reference: CIV-95-01; Fax #: (709)737-8975. The closing date for applications is March 31, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University of Newfoundland is Committed to Equity in Employment.

CONCORDIA UNIVERSITY - The Department of Mechanical Engineering at Concordia University is seeking applications for a full-time tenure-track faculty position at the Assistant, Associate or Professor level in the Mechanical Engineering area starting Summer 1995. The Department offers B.Eng., M.Eng., M.A.Sc., and PhD programs and has a well established and well-funded faculty research activity. Candidates should have a Bachelor's and a PhD degree in Mechanical Engineering with a strong background in Thermodynamics and Fluids, particularly Computational Fluid Dynamics. Candidates should have industrial experience and must be eligible for professional registration in the Order of Engineers of Quebec. Knowledge of French language is an asset. The successful candidate will be required to teach both undergraduate and graduate courses in Mechanical Engineering including Thermodynamics, Fluid Mechanics and seek external funding for research, demonstrate scholarly productivity through publications, and develop fruitful contacts with industry. Applications, including detailed curriculum vitae and names of at least three referees, should be sent to Dr. S.V Hoa, Chair, Department of Mechanical Engineering, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities, and disabled persons. All things being equal, women candidates shall be given priority.

THE UNIVERSITY OF SASKATCHEWAN - Department of Civil Engineering. Applications are invited for two tenure-track positions at

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University of Alberta
Edmonton

Chair, Department of Public Health Sciences

Faculty of Medicine

The newly named Department of Public Health Sciences in the Faculty of Medicine at the University of Alberta is seeking a new Chair effective July 1, 1995. The Department encompasses five programs with 12 full-time faculty members who are assisted by approximately 80 individuals with adjunct, honorary or cross-appointed positions. The graduate program in Health Services Administration has an annual enrollment of 65 diploma, masters and PhD students. The Community Medicine program is responsible for teaching in the medical undergraduate program. The recipient of the Eco-Research Chair in Environmental Risk Management is central to the Environmental Health program. The Occupational Health program includes the post-graduate fellowship program, and the Epidemiology program provides teaching in the other four programs as well as in the clinical departments of the Faculty. Research activities in the department are extensive and involve both grants and contracts from the public and private sector. There are significant opportunities to expand academic programs in the area of Health Promotion/Disease and Injury Prevention. The recent restructuring of the health care system in Alberta provides unique research/evaluation opportunities. It is anticipated that the new Chair will be supportive of developing collaborative programs within the University of Alberta and with other institutions, including the University of Calgary.

The successful candidate will have a proven record of excellence in both research and teaching. This appointment will be at the rank of full Professor with salary commensurate with qualifications and experience. Applicants should reply by April 30, 1995, enclosing a curriculum vitae and the names and addresses of three referees to:

Dr. D. Lorne J. Tyrrell
Dean, Faculty of Medicine
University of Alberta
2J2 WC Mackenzie HSC
Edmonton, Alberta
Canada T6G 2R7

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

McGill

DEPARTMENT OF ANTHROPOLOGY

Applications are invited for a full-time limited-term appointment at the Assistant Professor level, from September 1, 1995 to May 31, 1996. (This appointment is subject to budgetary approval.) Applicants should have the PhD in hand. We are seeking an archaeologist with a strong background in theory. Topical and areal specializations are open, but applications are encouraged from candidates with expertise in East Asian, African or New World archaeology. Duties will include the teaching of four one-semester courses, including one graduate seminar (topic open), one introductory prehistoric archaeology, and two other undergraduate courses. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Applicants should send, as soon as possible, a curriculum vitae, names and addresses of three referees, and a sample of recent writing to Professor Donald W. Attwood, Chair, Department of Anthropology, McGill University, 855 Sherbrooke Street West, Montréal, Québec, Canada H3A 2T7. The deadline for the receipt of applications is April 15, 1995.

UNIVERSITÉ YORK UNIVERSITY
Toronto, Canada

Faculty of Arts
Department of Political Science

Applications are invited for two contractually limited positions at the lecturer or assistant professor level in International Relations with specializations in some combination of the following areas: international relations theory, conflict and security, international political economy, multilateralism, global order, Canadian foreign and defence policy, U.S. foreign policy, and global issues. Appointments for a one year contract, and a two year contract, to commence **July 1, 1995.**

Requirements: PhD or equivalent.
Salary: Commensurate with qualifications.

Applicants should send a curriculum vitae, appropriate samples of their scholarship, teaching evaluations, and arrange to have three letters of reference sent to: **Professor Harvey G. Simmons, Chair, Department of Political Science, Room S669 Ross Building, York University, 4700 Keele Street, North York (Toronto), Ontario, Canada M3J 1P3.** This appointment is subject to budgetary approval. York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Deadline for Applications: **April 21, 1995.**

SMC

St. Mary's College
President

St. Mary's College, a Roman Catholic liberal arts College serving Southern Alberta, invites applications and nominations for the office of president. The appointment is for five years, commencing July 1, 1995. The present incumbent is not a candidate for the position.

Qualifications sought include the following:
- extensive academic and administrative experience in Canadian higher education
- a PhD in a humanities or social sciences discipline
- fundraising and public relations experience
- a collaborative style of leadership

The candidate is expected to be knowledgeable of Canadian Catholic higher education and able to articulate the rationale for a Catholic liberal arts college based on *Ex corde ecclesiae.*

The president is responsible for leadership and development of the College's academic programmes and is its senior administrative officer. The president's responsibilities include: relations with the Catholic community of the Calgary diocese and the Catholic school boards; relations with the Universities and Colleges of Southern Alberta; fundraising in conjunction with a foundation.

Established by provincial charter in 1986, St. Mary's College began offering courses in January, 1994, based on the Alberta Council on Admissions and Transfer (ACAT).

The position is open to both women and men. Salary is competitive, commensurate with qualifications and experience.

Nominations and applications should be accompanied by a curriculum vitae. All materials received will be held in strictest confidence. These should be submitted by **7 April 1995** to:

Search Committee
c/o Tom Norris, Registrar
St. Mary's College
120 - 17th Avenue S.W.
Calgary, Alberta T2S 2T2
Fax: 402/531-9138

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

Queen's University
Director of Continuing Education
Faculty of Arts and Science

The Division of Continuing Education offers degree-credit Arts and Science courses for students who are unable to attend daytime classes on campus. Courses are offered in the evening throughout the year in Kingston, Belleville and Brockville, during the daytime in the spring and summer months and by correspondence. Annual enrolment ranges from 3500 - 4000 students.

Reporting to the Dean of the Faculty of Arts and Science, the Director will be responsible for providing leadership to the Division of Continuing Education. The incumbent will be responsible for planning the development of programmes for part-time and distance education students. A key role of the Director will be the introduction of new technologies to distance and classroom education and to facilitate links with other academic units and institutions in the development and funding of educational programmes. The successful applicant will have demonstrated leadership ability, an understanding of recent technological developments and their application to education, and experience in distance education programmes. Important qualifications for the position also include experience in university management is areas such as planning, organizing and directing major programmes, managing a large staff with a team approach and directing fiscal affairs and marketing programmes.

The successful candidate could hold either an academic or administrative appointment, depending on background and academic qualifications.

Applications should be accompanied by a curriculum vitae and the names of three referees. The closing date for applications is **March 31, 1995.** Please send applications to:

Dean David H. Turpin, Chair
Division of Continuing Education Directorship Search Committee
F300 Mackintosh-Corry Hall, Queen's University
Kingston, Ontario K7L 3N6

Queen's University has an employment equity programme, welcomes diversity in the workplace and encourages applications from all qualified candidates including women, aboriginal peoples, people with disabilities and visible minorities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

CLASSIFIEDS

the Assistant Professor level in the areas of Materials/Structural Engineering and Transportation Engineering. The successful candidates will be required to undertake graduate teaching, to be active in research, to develop liaisons with industry and to take part in teaching related undergraduate courses. Applicants must have earned a PhD in Civil Engineering or related discipline and must seek professional registration in the Association of Professional Engineers of Saskatchewan. Relevant industrial experience would be an asset. Materials/Structures: The successful candidate is expected to have expertise in civil engineering materials as well as a strong background in engineering mechanics and structural engineering. The greatest need in the Department within this area of Civil Engineering is in advanced engineering materials and their use in a wide range of civil engineering applications including building construction and infrastructure rehabilitation. Teaching areas will include materials, structural mechanics, computer applications, applied mathematics in civil engineering and other general and civil engineering programs. The applicant is expected to initiate a funded research program and is encouraged to pursue interdisciplinary research. Experience in numerical modelling is essential. Transportation: The successful candidate is expected to have expertise and experience in transportation engineering. The greatest need in the Department within this area of Civil Engineering is in pavements with complementary experience in traffic engineering. Teaching areas will include pavement technology and management, transportation related courses and other general and civil engineering programs. The applicant is expected to initiate a funded research program, to pursue interdisciplinary research and to develop strong liaisons with all levels of government agencies. Experience in mechanistic and stochastic modelling is essential. The University of Saskatchewan is committed to the practice of employment equity. All things being equal, women candidates will be given priority. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of Saskatchewan has over 18,000 students and is housed in an attractive campus overlooking the South Saskatchewan River in Saskatoon, a city of approximately 200,000. There are approximately 150 undergraduate and 70 graduate students in the Department and B.E., M.Eng., M.Sc., and PhD degrees are offered. Interested candidates should submit their application, including the following materials: a curriculum vitae, academic transcript, abstract of their doctoral dissertation, copies of recent publications and names and addresses of three referees. Early applications are encouraged because appointments will be made beginning July 1, 1995. Applications should be forwarded to: Dr. Dennis Pufahl, Head, Department of Civil Engineering, University of Saskatchewan, 57 Campus Drive, Saskatoon, SK S7N 5A9.

UNIVERSITY OF OTTAWA - Department of Chemical Engineering- Applications are invited for a tenure-track and a two-year contractual position at the ranks of Assistant Professor. The candidates must hold a bachelor's degree in chemical engineering and a PhD in chemical engineering or a related discipline. The ability to teach in English as well as in French would be a distinct advantage. The duties for the tenure-track position include the teaching of undergraduate and graduate courses, research involving the supervision of M.A.Sc. and PhD candidates, and participation in departmental and university activities. The duties for the contractual position mainly include the teaching of undergraduate and possibly graduate chemical engineering courses and participation in departmental and university activities. The research background for both positions is of lesser importance than the calibre of the candidates. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The department plans to fill these positions by July 1, 1995. Applications should be received by April 1, 1995. Interested applicants should send their curriculum vitae and the names of three references to: Dr. Z. Duvnjak, Chairman, Department of Chemical Engineering, University of Ottawa, P.O. Box 450, Station A, Ottawa, Ontario K1N 6N5.

UNIVERSITÉ D'OTTAWA - Département de génie chimique. Nous sommes à la recherche de personnel pour combler un poste menant à la permanence et un poste contractuel de deux ans, tous deux au rang de professeur adjoint ou professeure adjointe. Pour poser votre candidature, vous devez détenir un baccalauréat en génie chimique et un doctorat en génie chimique ou dans une discipline connexe. La capacité d'enseigner en français et en anglais constitue un atout certain. Dans le poste menant à la permanence, vous devrez notamment enseigner des cours de premier, de deuxième et de troisième cycle, faire de la recherche et diriger des candidats et candidates à la maîtrise ès sciences appliquées et au doctorat et, aussi, participer aux activités du département et de l'université. Dans le poste contractuel, votre tâche principale consistera à enseigner des cours de premier et, peut-être, de deuxième et de troisième cycle en génie chimique et à participer aux activités du département et de l'université. Le cal·lre professionnel des candidat(e)s pour les deux postes revêt une plus grande importance que le champ de spécialisation en recherche. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Conformément aux règles du Canada en matière d'immigration, notre annonce s'adresse en premier lieu aux personnes ayant la citoyenneté canadienne ou le statut de résident permanent. Le Département souhaite combler ces postes le 1er juillet 1995 et accepte les candidatures jusqu'au 1er avril 1995. Si ces postes vous intéressent, faites parvenir à l'adresse ci-dessous votre curriculum vitæ et le nom de trois personnes aptes à fournir des références. Monsieur Z. Duvnjak, directeur, Département de génie chimique, Université d'Ottawa, C.P. 450, succ. A, Ottawa (Ontario) K1N 6N5.

ENGINEERING & APPLIED SCIENCE

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - Environmental Engineering and Applied Science. An exciting opportunity exists to participate in the development of a new programme in the Faculty of Engineering and Applied Science. This will be a twelve month coursework programme leading to the degree of M.A.Sc. which will commence in September 1995. Applications are invited for two Faculty positions. These will be contract positions for a duration of three years. Both positions will be filled at an appropriate rank and will commence in July 1995. Salary will be commensurate with qualifications and experience. Applicants for one of the positions should have engineering consulting experience in environmental engineering and management together with extensive University experience in matters relating to environmental management, law, risk assessment and decision making, etc. Applicants for the other position should preferably have University and consulting experience in waste water collection and treatment and in solid waste management. Both applicants should have demonstrated research experience at a high level. Throughout the three year contract period the primary responsibilities of the successful applicants will be to develop and deliver the new graduate programme in conjunction with existing Faculty having environmental interests. They will however also be expected to undertake research; supervise graduate students and liaise with industry. Some undergraduate teaching may also be required. Applicants should send a curriculum vitae, the names of three referees, and three relevant technical publications to: Dr. R.Seshadri, Dean, Faculty of Engineering and Applied Science, Memorial University of Newfoundland, St.John's, Newfoundland, Canada A1B 3X5; Reference: ENV-95-01; Fax #: 709-737-8935. The closing date for applications is March 31, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Memorial University of Newfoundland is Committed to Employment Equity.

ENGLISH

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - English. Applications are invited for a number of eight-month teaching term appointments (subject to budgetary approval) to commence September 1, 1995. Candidates should have a doctoral degree or equivalent, and demonstrable teaching experience. Any field of specialization will be considered, but the following are particularly sought: Language, Writing and Rhetoric, Critical Theory, and Theatre/Drama. Duties will include the teaching of first-year English as well as senior courses. Applicants should provide curriculum vitae, transcripts, and the names of three referees by March 31, 1995 to: Dr. G.P. Jones, Head, Department of English Language and Literature, Memorial University of Newfoundland, St.John's, Newfoundland A1C 5S7. Memorial University is committed to employment equity in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF PRINCE EDWARD ISLAND - English Department. Subject to budgetary approval, the Department of English hopes to make a term appointment at the rank of Assistant Professor. The salary will be at the level of the current Assistant Professor floor currently $38,464 - (under negotiation at present). Applicants must have a completed PhD in English. At U.P.E.I. dedication to and demonstrated excellence in undergraduate teaching are of equal importance as are scholarly activity and achievement. The successful candidate will exhibit a primary specialization in Eighteenth and early Nineteenth-century English literature, with a demonstrated secondary interest in Rhetoric and Composition. She or he will also be expected to demonstrate flexibility in the teaching of other areas, as needed. All full-time members of this department teach six semester-long courses: typically, the assignment involves teaching one upper-level, one freshman or sophomore course, and one Composition course, in each term. Letters of application or nomination, an updated vita, three current letters of reference, as well as current evidence of teaching ability (including recent course evaluations, and a formal statement of teaching philosophy) as well as samples of recent publications, should be addressed to: Colman O'Hare, PhD, Chairman, Department of English, University of Prince Edward Island, Charlottetown, PE C1A 4P3. Should the position be approved for inclusion in the University's budget, it will begin no earlier than 1 July, 1995. Applications, nominations, and all supporting materials must be postmarked or faxed no later than 31 March, 1995. In accordance with Canadian Immigration regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. UPEI offers equal employment opportunities to qualified male and female applicants.

THE UNIVERSITY OF REGINA, Department of English invites applications for a tenure-track position (subject to budgetary approval) at the Assistant Professor level, commencing July 1, 1995. The Department has recently revised its curriculum to emphasize the variety of approaches to literature currently espoused in English studies. A description of the program is available upon request from K. Mitchell, Head, Department of English at (306) 585 4140. The successful candidate will be a generalist who has expertise in at least one of the following: linguistics and literature, generic approaches (particularly to fiction), literary theory, and creative writing. Those whose primary interests lie only in traditional (historical period) classes should not apply. Candidates should have a PhD and relevant teaching experience. Applicants should send their curriculum vitae and arrange for the forwarding of three letters of reference and undergraduate and graduate transcripts to: O. de Vlieger, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Closing date for applications is April 15, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

ENVIRONMENTAL POLICY

BROCK UNIVERSITY - The Environmental Policy Institute invites applications for a probationary (tenure-track) appointment at the rank of Assistant Professor, effective July 1, 1995 and subject to budgetary approval. A small and strongly collegial unit, the Institute offers an interdisciplinary undergraduate program which maintains active intellectual connections with other academic units of the University and with outside individuals and agencies. The successful candidate will have a recently completed PhD and will have provided evidence of a demonstrated aptitude for interdisciplinary undergraduate teaching and a potential for developing a sustained program of independent research and scholarly activity. A clear environmental policy orientation must be evident, involving the analysis and formulation of applied policy options and incorporating principles of sustainable development. Preference will be given to applicants whose activities emphasize human settlement systems and community-based environmental initiatives. Applicants should submit a letter of application accompanied by a curriculum vitae, a statement of research interests, and the names of three references to Dr. David T. Brown, Director, Environmental Policy Institute, Brock University, St. Catharines, Ontario L2S 3A1 by April 1, 1995. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply.

ENVIRONMENTAL STUDIES

THE KING'S UNIVERSITY COLLEGE - Environmental Studies/Human Geography. Subject to budgetary and program approval, The King's University College, a Christian liberal arts college offering accredited B.A., B.Sc., and B.Ed. degrees, invites applications for a tenure track vacancy to help launch a new B.A./B.Sc. Environmental Studies program. Candidates should have primary expertise in human geography, a global stewardship perspective, be conversant with biological or physical issues in environmental science, and be able to teach: social-cultural geography, resource evaluation and management, environmental impact assessment and global development issues. PhD is required, as well as agreement with the University College's Christian statement of faith. Professional duties include teaching, research and program administration. Send application letter, curriculum vitae, transcripts, and three letters of reference by April 30, 1995 to: Dr. Peter Mahaffy, Vice President Academic (Acting), The King's University College, 9125 50th St., Edmonton, AB T6B 2H3; (403)465-3500, FAX (403)465-3534, E-mail: pmahaffy@kingsU.ab.ca. The King's University College is an equal opportunity employer, but in accordance with Canadian employment and immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

ENVIRONMENTAL STUDIES & LAW

THE UNIVERSITY OF VICTORIA, Faculty of Law and the Environmental Studies Program, invites applications for two Research Fellows for 1995-1997, the positions to commence July 1, 1995, or as soon thereafter as possible. The university has recently established a permanent, cross-disciplinary Eco-Research Chair in Environmental Law and Policy, the work of which is to be supported by the two Research Fellows. One Fellow will be drawn from the natural/medical sciences, the other from the social sciences. One Fellow must also have a degree in law. The Chair will be establishing an exciting and innovative research program investigating new constitutional and economic models for sustainable development, and applying these models to develop practical legal and policy strategies in a range of sectors, from forestry to health to urban design. The Research Fellows will work closely with the Chairholder and, specifically, will be expected to: undertake primary research, supervise student-based research teams, write and edit professional reports and other publications, administer seminars and workshops. Applicants in the following areas are especially encouraged to apply: political economy, economics, environmental and constitutional law, natural resources law, international law, and environmental ethics. Salary will be commensurate with experience and qualifications.

Applications should be received by **May 31, 1995** and should include a curriculum vitae, three references, a summary of research accomplishments, and information on future research directions.

The Centre for Molecular Medicine and Therapeutics and the University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Send applications in confidence to:
Dr. Michael Hayden, Director
Centre for Molecular Medicine and Therapeutics
c/o Faculty of Medicine
University of British Columbia
IRC Rm. 317 - 2194 Health Sciences Mall
Vancouver, B.C. V6T 1Z3

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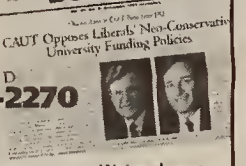

DIRECTOR, INSTITUTIONAL ANALYSIS

Comp. # 6027

Reporting to the President, the Director, Institutional Analysis is responsible for developing and managing the University's main service bureau for the collection, analysis, dissemination and interpretation of data for institutional policy and planning decisions. The Director will research and direct analytical studies, prepare and edit reports for publication, provide management information for academic and administrative program planning and evaluation, and participate on senior level university and external committees.

The successful candidate will have a graduate degree with a grounding in quantitative research methods and demonstrated analytical and management expertise – including data base and information system management – or an equivalent combination of education and experience. The position requires an in-depth knowledge of, and ability to apply, the theories and principles of statistics, demography, program evaluation and public policy analysis in the solution of practical problems in the post-secondary education sector. A client-centered service orientation and interpersonal skills to interact with all levels of university administration are essential qualifications.

SALARY: $56,368 to $72,574 per annum, plus performance range.

Please submit resume as well as the names of three references to: **Coordinator, Employment and Job Evaluation, Human Resources, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2,** no later than **April 10, 1995,** quoting competition number.

The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons.

UVic UNIVERSITY OF VICTORIA

The University of Manitoba
Faculty of Engineering

JUNIOR NSERC INDUSTRIAL RESEARCH CHAIR IN AEROSPACE MATERIALS

The DEPARTMENT OF MECHANICAL AND INDUSTRIAL ENGINEERING at the University of Manitoba is accepting applications for a full-time, tenure-track faculty position in COMPOSITE MATERIALS. The University of Manitoba has established an NSERC Industrial Research Chair in Aerospace Materials. The position is for a junior chair that will complement the senior chair by working in the area of polymeric based composite materials. Generous research funding for four years has been secured for this position. The appointment will be at a rank appropriate to the qualifications of the successful candidate and will have a salary in the range of $45,000 to $53,000. The appointee is subject to ratification by NSERC and the Industrial sponsors of the Chair. The University of Manitoba particularly encourages applications from qualified women.

The Department of Mechanical and Industrial Engineering is responsible for two accredited undergraduate engineering programs, together with very active Ph.D., M.Sc. and M.Eng. programs. The Department comprises 25 academic staff, 15 support staff, typically 8 postdoctoral fellows, 7 research associates and 5 visiting scholars, as well as approximately 120 graduate students and approximately 350 undergraduate students. The Department has established three NSERC Industrial Chair positions (Advanced Manufacturing, Human Factors Engineering: Ergonomics, and Aerospace Materials). The academic staff is divided into 4 groups, each of which represents a unit of special interest: Industrial Engineering, Materials Science, Applied Mechanics and Design, Thermofluids.

Candidates for the position must have a genuine interest in teaching, a demonstrated research record, primarily in the area of advanced composite materials, and an interest in working with industry. Duties will include undergraduate and graduate teaching, research and thesis supervision. All applicants should hold an earned doctorate; however, consideration will be given to candidates currently pursuing a doctorate degree, or to candidates with an equivalent combination of education and industrial experience. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal people, and persons with disabilities. The University offers a smoke-free environment, save for specially designated areas. Priority consideration will be given to Canadian citizens and permanent residents.

Resumes and a list of at least three referees should be addressed to: **Professor D.W. Ruth, Chair of the Search Committee, Department of Mechanical and Industrial Engineering, the University of Manitoba, Winnipeg, Manitoba, R3T 5V6.** Telephone (204) 474-9083. Applications will be accepted until **March 31, 1995,** or thereafter until a suitable candidate is found.

THE UNIVERSITY OF BRITISH COLUMBIA

British Columbia Children's Hospital

In association with MERCK FROSST

CENTRE FOR MOLECULAR MEDICINE AND THERAPEUTICS, VANCOUVER

8 Faculty Positions

We invite applications for 8 positions at the Professor, Associate Professor and Assistant Professor levels from exceptional basic and clinical scientists. Successful candidates will have a record of research accomplishment or have demonstrated the potential to contribute to advanced research programs in the fields of neuroscience, cardiovascular research, or molecular medicine. The anticipated start date for the first of these positions is July 1, 1995.

The Centre for Molecular Medicine and Therapeutics will be a new dynamic multi-disciplinary environment for conducting innovative research, and is a result of partnerships between university, hospital, industry and the Province of British Columbia. The Centre is associated with the British Columbia Research Institute for Child and Family Health and the Merck Frosst Centre for Therapeutic Research, Montreal. It will be located in a new research facility adjacent to B.C.'s Children's Hospital and B.C.'s Women's Hospital and Health Centre sites in Vancouver.

The Centre's goal is to employ new approaches in molecular and cell biology and genetics to obtain fundamental advances in knowledge which will lead to novel therapeutic strategies. Areas of research emphasis will include, but are not limited to:

- human molecular genetics
- biochemistry and cell biology
- transgenic models and molecular physiology
- genetic therapies

Investigators will conduct competitive research programs and will achieve effective collaborations with university-based, clinical-based and industrial research colleagues. While the Centre's programs are core-funded by a grant from Merck Frosst Canada, investigators will have the opportunity to attract substantial independent research funding. Successful applicants will be both members of the Centre and a Department in the Faculty of Medicine, University of British Columbia. Salary will be commensurate with experience and qualifications.

Applications should be received by **May 31, 1995** and should include a curriculum vitae, three references, a summary of research accomplishments, and information on future research directions.

The Centre for Molecular Medicine and Therapeutics and the University of British Columbia welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Send applications in confidence to:
Dr. Michael Hayden, Director
Centre for Molecular Medicine and Therapeutics
c/o Faculty of Medicine
University of British Columbia
IRC Rm. 317 - 2194 Health Sciences Mall
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tutional law, ecology, forestry, and urban planning. The ideal candidate will possess a PhD or equivalent, relevant work experience, a publications record, and a demonstrated record of innovation and organizational achievement. Applications including curriculum vitae, sample publications, and the names of three referees should be sent to Dr. Michael M'Gonigle, Tri-Council Chair of Environmental Law and Policy, Faculty of Law, University of Victoria, P.O. Box 2400, Victoria, BC V8W 3H7. Applications are due on May 15, 1995 or until the positions are filled. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons.

FINE ART

UNIVERSITY OF TORONTO, Department of Fine Art at the Erindale Campus, invites applications for a tenure-stream position in the Medieval Art and Architecture at the level of Assistant Professor to commence July 1, 1995, subject to budgetary approval. The minimum salary for this rank for 1995-96 is $38,200.00. Demonstrated excellence in research and teaching is sought. Preference will be given to applicants with research interests in Medieval Art and Architecture who are capable of teaching courses in Medieval Art and Architecture and in Modern Critical Theory. Candidates should have a PhD in the History of Art on appointment (or soon thereafter). The successful candidate should be prepared to teach undergraduate courses at the Erindale Campus, and in due course graduate courses in the Graduate Department of the History of Art. Candidates should submit by April 3, 1995, a current curriculum vitae, samples of scholarly work, and teaching portfolio, and should arrange to have at least three letters of recommendation sent directly to Professor Philip Sohm, Chair, Department of Fine Art/History of Art, University of Toronto, Toronto, Ontario M5S 1A1. The University of Toronto encourages applications from qualified men and women, members of visible minorities, aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FRENCH

UNIVERSITÉ WILFRID LAURIER Le Département d'études françaises de l'Université Wilfrid Laurier sollicite des candidatures à un poste régulier au rang de professeur(e) adjoint(e) qui mène à la permanence. Entrée en fonctions le 1er juillet 1995. Exigences: spécialisation en didactique du français comme langue seconde à tous les niveaux du premier cycle universitaire, et une pratique particulièrement réussie dans ce domaine. Doctorat achevé au moment de l'entrée en fonctions. Une excellente maîtrise du français écrit et parlé est indispensable. Prière d'envoyer le curriculum vitae au Directeur du Département de français, Wilfrid Laurier University, Waterloo (Ontario) N2L 3C5 avant le 1er avril 1995. L'Université Wilfrid Laurier respecte une politique d'équité en matière d'emploi et accorde un intérêt égal aux candidatures des femmes et des hommes, aux membres des minorités visibles, aux autochtones et aux handicapés(es) physiques. Conformément aux exigences d'immigration Canada, cette annonce s'adresse aux citoyens(nes) canadiens(nes) et aux résident(es) permanents(es).

GEOGRAPHY

UNIVERSITY OF GUELPH - Department of Geography, Assistant Professorship in Resource Analysis and GIS. The Department of Geography at the University of Guelph invites applications for a three-year contractually limited position at the rank of Assistant Professor to support its contribution to the University's Environmental Sciences Program, effective August 1, 1995 subject to final budgetary approval. A completed PhD is required, together with demonstrated teaching abilities and research promise in the areas of Resource Analysis and GIS. The person appointed will be expected to teach undergraduate courses in resource management, environmental impact assessment and GIS, contribute to the department's masters and doctoral programs in rural resource analysis, and develop an active research program that complements these teaching responsibilities. Applicants should submit before March 31, 1995 a covering letter outlining their suitability for the position, a curriculum vitae, and the names and addresses of three referees to Professor A.E. Joseph, Chair, Department of Geography, University of Guelph, Guelph, Ontario N1G 2W1. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We, therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF REGINA, Department of Geography invites applications for a three year Term position in Land Use and Environmental Planning at the Assistant Professor level. This appointment, which is subject to budgetary approval, will commence July 1, 1995. The successful applicant will be required to teach a large course in Introductory Geography and advanced courses in his or her areas of expertise. Candidates should have expertise in GIS applications and/or remote sensing techniques and be able to contribute to the Department's undergraduate and graduate programs. Preference will be given to applicants with a completed PhD and undergraduate teaching experience. Applicants should submit a full curriculum vitae and arrange for three letters of reference and graduate school transcripts to be forwarded to: D. de Vlieger, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, Canada S4S 0A2. Closing date for applications is March 31, 1995. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

SIMON FRASER UNIVERSITY - Geomorphologist. The Department of Geography at Simon Fraser University invites applications for a tenure-track appointment of an Assistant Professor in geomorphology. Candidates should have a doctorate and preferably some post-doctoral research and/or University teaching experience. The appointee will be required to teach in the undergraduate B.A. and B.Sc. programs in physical geography and geomorphology and to develop senior undergraduate and graduate courses in his/her research specialty. The appointee is expected to develop a funded research program and attract graduate students (M.A., M.Sc. & PhD) to strengthen and complement the Department's existing expertise in geomorphology. Although the Department will consider applications from any geomorphic specialty, we are particularly interested in receiving applications from scientists with research expertise in one of the following areas: slope development and slope stability/failure mechanics in alpine areas; glacier morphodynamics and glacial geomorphology; coastal geomorphology. Particularly attractive to us are applicants who can also present technical skills in one or more applied areas such as engineering geomorphology, numerical modelling, GIS applications, and spatial statistics or geostatistics. This position commences September 1, 1995, but is subject to budget approval. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to all qualified applicants. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents and to those individuals at the time of application who are eligible to work in Canada. Applicants should submit a curriculum vitae and a statement of reasons for applying, along with current and proposed research activities and should arrange to have three referees submit letters of recommendation. Deadline for receipt of applications and letters of reference is March 31, 1995. Apply to Professor J.T. Pierce, Chair, Department of Geography, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6. Telephone (604)291-4966. Fax (604)291-5841.

SIMON FRASER UNIVERSITY - Department of Geography. Community Economic Development Position. Applications are invited for a tenure-track position at the Assistant Professor level in the field of community economic development (CED). Requirements include a PhD in Geography, Planning or a related field with teaching and research experience in CED. The Department is particularly interested in an individual who has practical work or applied research experience in CED in Canada. The successful candidate will be expected to contribute to the teaching of a range of human geography courses at both the undergraduate and graduate levels and to the supervision of graduate students at the M.A. and PhD levels. In addition he/she will be responsible for administering and teaching in the Community Economic Development Centre's diploma program in CED. This position commences September 1, 1995, but is subject to budget approval. Simon Fraser University is committed to the principle of equity in employment and offers employment opportunities to all qualified applicants. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Applicants should submit a curriculum vitae and a statement of reasons for applying, along with current and proposed research activities and should arrange to have three referees submit letters of recommendation. Deadline for receipt of applications and letters of reference is March 31, 1995. Apply to Professor J.T. Pierce, Chair, Department of Geography, Simon Fraser University, Burnaby, B.C., Canada V5A 1S6. Telephone (604)291-4966. Fax (604)291-5841.

NIPISSING UNIVERSITY - Faculty of Arts and Science, Geography. Nipissing University requires a ten-month sabbatical replacement in Geography to commence August 1, 1995, subject to Board approval. Candidates for the position should possess a PhD (or nearly completed PhD). Salary and rank are commensurate with qualifications and experience. The successful applicant will be expected to teach cartography, geomorphology and two of applied geomorphology, hydrology and land resource evaluation. Other areas of specialization may be considered. Closing date: March 31, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nipissing offers equal employment opportunities to all qualified applicants. Letters of application with curriculum vitae, university transcripts and three letters of reference should be sent to Dr. Keith Topps, Science Division Chair, Nipissing University, Box 5002, North Bay, Ontario P1B 8L7, Telephone (705)474-3450.

BROCK UNIVERSITY - The Department of Geography invites applications for a nine month limited term contract appointment in Human Geography at the rank of Assistant Professor, effective August 15, 1995 and subject to budgetary approval. A completed PhD with specialization in Political Geography is expected, together with evidence of demonstrated teaching ability. The person appointed will be expected to have teaching and research interests that include geography of law, new social movements, and/or geopolitics, and to contribute to the introductory courses in the Human Geography program. Applicants should submit by April 1, 1995 a curriculum vitae, the names and addresses of three referees, and selected reprints and preprints of publications to: Professor Keith Tinkler, Chair, Department of Geography, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply.

BROCK UNIVERSITY - The Department of Geography invites applications for a probationary (tenure-track) appointment in Human Geography at the rank of Assistant Professor, effective July 1, 1995 and subject to budgetary approval. A completed PhD with specialization in Cultural and Historical Geography is required, together with evidence of demonstrated teaching ability and research promise. The person appointed will be expected to teach undergraduate courses in these fields, contribute to the introductory courses in the Human Geography program, develop an active and externally funded research program in their area of specialization, and contribute to the collegial life of the department. Applicants should submit by April 1, 1995 a curriculum vitae, the names and addresses of three referees, and selected reprints and preprints of publications to: Professor Keith Tinkler, Chair, Department of Geography, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply.

GEOLOGICAL SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA - Geological Engineer. The Department of Geological Sciences at The University of British Columbia invites applications for a tenure track faculty position in Geological Engineering beginning in 1996. We are particularly seeking candidates with research interests in geotechnical investigations of natural slopes or applied geomorphology, but high caliber applicants in other areas of geological engineering are encouraged to apply. The successful candidate will be expected to develop a strong involvement in both the Geological Engineering and Geological Science Programs that will involve teaching courses such as geotechnical engineering, applied surficial geomorphology, air photo interpretation, and field studies. The appointment will be at the level of an Assistant or Associate Professor and is subject to final budgetary approval. A PhD is required and registration or eligibility for immediate registration as a Professional Engineer in the Province of British Columbia is essential. Salary will be commensurate with education and experience. Applicants should send a curriculum vitae, a statement of current and future research interests, selected reprints/preprints and the names of three (only) references to: Prof. Susan W. Kieffer, Head, Department of Geological Sciences, The University of British Columbia, 6339 Stores Road, Vancouver, British Columbia, Canada V6T 1Z4. The application deadline is June 30, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC welcomes all qualified applicants, especially women, abo-

CHIEF LIBRARIAN

The University of Guelph invites applications and nominations for the position of Chief Librarian. The Chief Librarian reports to the Provost and Vice-President (Academic) and is responsible for the administration, planning and development of the University Library. The Chief Librarian also serves on the senior council of Deans and Vice-Presidents and is an ex-officio member of Senate and several Senate committees.

The University of Guelph is a comprehensive, research-intensive university enroling 11,000 full-time undergraduates and 1800 graduate students annually. The University of Guelph Library employs a staff of 131, including 24 professional librarians, has an annual operating budget of $6.8 million and an acquisitions budget of $3.4 million. The Library contains 2.1 million bound volumes and subscribes to 12,000 serials and, as a major research library, is a member of CARL and ARL.

The Chief Librarian must possess a vision of a modern library, including an understanding of information/communication technology in this context. Normally, two master's degrees are required, including a degree from an accredited library school, as well as a strong record of relevant experience as a manager within an academic library environment. Demonstrated interpersonal and communications skills will be an essential attribute of the successful candidate.

The appointment will commence September 1, 1995 and the position is for unlimited term, with a review every five years.

WE THANK ALL APPLICANTS FOR THEIR INTEREST BUT WISH TO ADVISE THAT ONLY THOSE SELECTED FOR AN INTERVIEW WILL BE CONTACTED

The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

APPLICATIONS AND NOMINATIONS SHOULD BE DIRECTED BY APRIL 15, 1995 TO J.R. MACDONALD, VICE-PRESIDENT, ACADEMIC, UNIVERSITY OF GUELPH, GUELPH, ONTARIO N1G 2W1.

UNIVERSITY of GUELPH

Director of Leukemia/ BMT Program

Vancouver, B.C.

The Division of Hematology at the BC Cancer Agency (BCCA) and the Vancouver Hospital & Health Sciences Centre (VHHSC) is seeking a Director for its Leukemia/BMT Program of British Columbia.

Responsibilities include the provision of the clinical/research direction and ensuring the effective operation of the Program which is provincially funded and has 28 HEPA filtered, single room beds at two adjacent hospital sites (Vancouver Clinic of the BCCA and VHHSC). The staff consists of five Leukemia/BMT hematologists and five fellows as well as a full complement of support staff. Stem cell assay, purging and cryogenic support services are provided by the closely associated Terry Fox Laboratory. Academic appointments and support are through the Division of Hematology, Department of Medicine, University of British Columbia (UBC).

The appointee will be research-oriented and have an outstanding academic record. Of critical importance are a visionary approach, the ability to build relationships, manage change processes and effectively represent and advance the interests of the Division and the organizations noted. Applicants must be eligible for licensure by the B.C. College of Physicians & Surgeons and an appropriate academic appointment (Professor or Associate Professor) at UBC.

In accordance with Canadian immigration requirements, this advertisement is directed at Canadian citizens and permanent residents. Please direct your curriculum vitae and the names of three references by Thursday, June 1, 1995 to:
Dr Allen C. Eaves
Head, Division of Hematology
c/o BC Cancer Agency
601 West 10th Avenue
Vancouver, B.C. V5Z 1L3.
Telephone (604) B77-6070;
fax (604) B77-0712.

BC Cancer Agency

4295

Brock University Faculty Association (BUFA)

BUFA invites all those who are thinking about taking a position as a faculty member at Brock University to consult with the Association as part of their decision-making process. The Association is the representative for faculty in respect to salaries, benefits and terms and conditions of employment. Its officers will therefore be pleased to provide advice and information in these areas. You may contact BUFA by Phone: (905) 688-5550, ext. 3268, Fax: (905) 688-8256, or E-mail: bufa@spartan.ac.brocku.ca.

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The University of Manitoba Libraries

HEAD, NEIL JOHN MACLEAN LIBRARY

The University of Manitoba Libraries invites applications for the position of Head, Neil John Maclean Library. Currently under construction, the Neil John Maclean Library will merge the University of Manitoba Medical and Neilson Dental Libraries and the Health Sciences Centre (HSC) hospital libraries. Completion of the Library is scheduled for the summer of 1996. During the construction process, the incumbent will be responsible for all aspects of planning for the consolidation of the three libraries.

The incumbent is responsible to the Director of Libraries for the administration and operation of the Neil John Maclean Library, serving the Faculties of Dentistry and Medicine and the HSC. Within the overall policies and priorities of the University of Manitoba Libraries, to set goals and develop policies, priorities and projects for service provision to the health science community of both the University, at both the Bannatyne Campus and off-campus teaching sites, and the HSC. To assess the effectiveness of library service to the health science community and implement changes to promote excellence. To coordinate collection development for the Neil John Maclean Library. To ensure the provision of services to the HSC in accordance with the contract between the HSC and the University. To provide overall leadership in the application and use of technology for information retrieval and delivery in the health sciences. To provide for effective liaison to the faculties and user groups served by the Library. To participate as a member of the Libraries Management Advisory Committee in the discussion and development of overall Libraries objectives, policy planning and budgets.

Qualifications: A degree from an ALA-accredited library program. Good knowledge of health-related disciplines acquired through studies or professional experience. Good knowledge of scientific documentation and bibliographic sources in the health sciences. At least ten years of relevant professional experience, including several years of administrative experience. Ability to manage and organize, qualities of leadership and excellent oral and written communication skills are essential. Candidates must exhibit a well-developed understanding of the role of new technologies in libraries and are expected to participate in professional development and relevant professional activities. Effective date: July 1, 1995.

Ranks and Salary Ranges: Commensurate with qualifications and experience. Assistant Librarian: $33,713 - $50,863; Associate Librarian: $42,339 - $63,877. This position has a two-year probationary period. Librarians enjoy academic status with possibility of promotion. The filling of this position is subject to final budgetary approval.

The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke-free environment, save for specially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Submit application, including resume, salary expectations and the names of three references by **April 15, 1995** to: **Carolynne Presser, Director of Libraries, The University of Manitoba Libraries, Winnipeg, Manitoba R3T 2N2.**

CLASSIFIEDS

riginal people, visible minorities, and persons with disabilities

GEOLOGY

UNIVERSITY OF ALBERTA - Laboratory Manager/Research Associate. Applications are invited for the position of Laboratory Manager/Research Associate for the C.M. Scarfe Laboratory of Experimental Petrology, Department of Geology, University of Alberta. The Laboratory houses a large-volume, multiple-anvil USSA-2000 apparatus, with capabilities of >25 GPa and >2500°C, as well as piston-cylinder apparatus and one-atmosphere furnaces. Responsibilities of the LM/RA include (1) training and supervision of users of the multi-anvil laboratory; (2) preparing and assisting in running service experiments for external users; and (3) conducting calibration and development experiments to refine and increase the capabilities of the apparatus. The LM/RA will dedicate ~50% time to research projects of her/his own initiative, subject to the workload resulting from the above responsibilities. The successful candidate must have a PhD and a strong background in high-pressure experimental petrology, mineralogy, or mineral physics. Experience with multi-anvil apparatus is a plus, but not essential. Experience with some type of high-pressure, high-temperature experimental apparatus essential. The appointment will be initially for one year, with renewal for additional years dependent on performance and funding. The starting date is negotiable. The salary will be $30,000 per year. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae, statement of research interests, and the names of three references to: Professor Robert W. Luth, C.M. Scarfe Laboratory of Experimental Petrology, Department of Geology, University of Alberta, Edmonton, Alberta, Canada T6G 2E3 Phone. 403-492-2740; e-mail: rluth@gpuserv.ualberta.ca, as soon as possible, and no later than 15 April 1995. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

HISPANIC & ITALIAN STUDIES

UNIVERSITY OF VICTORIA - The Department of Hispanic and Italian Studies invites applications for a part-time sessional position from 1 September 1995 to 30 April 1996, subject to budgetary approval. Applicants must have native or near-native fluency in Spanish and possess a minimum of a Masters Degree. The successful candidate will teach Spanish language at the elementary and advanced levels. The salary is dependent on qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons. Please send a letter of application, curriculum vitae and have three letters of reference forwarded to: Dr. Elena Rossi, Chair, Department of Hispanic and Italian Studies, P.O. Box 3045, University of Victoria, Victoria, British Columbia V8W 3P4. Applications will be accepted until position is filled.

HISPANIC STUDIES

McGILL UNIVERSITY - **Hispanic Studies.** Assistant Professor. Tenure-track position in Peninsular Spanish literature, beginning 1 September 1995, subject to budgetary approval. Field of specialization: intellectual history and literature of the nineteenth and early twentieth centuries, examined in a broad, diachronic context. Demonstrated research interest in literature of the Golden Age, knowledge of Portuguese, Catalan and literary theory would be considered assets. Duties may include teaching of language. Native or near-native fluency in Spanish required. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Send letter of application, vita and complete dossier, including references and writing sample, to: Chair, Search Committee, Dept. of Hispanic Studies, McGill University, 1001 Sherbrooke Street W., Montreal, Canada H3A 1G5.

HISTORY

TRENT UNIVERSITY: Subject to budgetary approval, the Department of History, Trent University, invites applications for a 9 month limited term appointment in Canadian History, commencing September 1, 1995. The candidate will teach a third year course on Canadian Women's History and participate in a team-taught first year Canadian History course. The ability to teach an Honours level seminar on pre-Confederation Canada would also be an asset. The position is at the Assistant Professor level, for which a PhD is required; applicants who are near completion of a PhD thesis may be appointed at the rank of Lecturer. The salary at the floor of the Assistant Professor rank is $41,816 per annum. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Trent University is an Employment Equity Employer and especially invites candidates from women, aboriginal peoples, visible minorities and disabled persons. Applications, including a cv; and the names of three persons who have been asked to write letters of reference on behalf of the applicant, should be sent to Professor Joan Sangster, Chair, Department of History, Trent University, Peterborough, K9J 7B8 by April 15, 1995.

UNIVERSITY OF WINDSOR - The Department of History of the University of Windsor invites applications for a limited-term appointment, in the field of British History, commencing July 1, 1995. The appointment will be made at the Assistant Professor level. The successful applicant may be required to teach all periods from 1485 to the present. PhD required. Teaching experience and research publications preferred. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications will be accepted until April 15, 1995 or until the position is filled. Candidates should send a curriculum vitae and arrange to have three letters of reference sent to: Dr. K. Pryke, Head, Department of History, University of Windsor, Windsor, Ontario N9B 3P4; FAX: (519)971-3610.

HUMANITIES

THE UNIVERSITY OF KING'S COLLEGE invites applications for the position of Teaching Fellow in the Foundation Year Programme (one year sessional contract beginning July 1, 1995 with possibility of two renewals). Duties include teaching and marking responsibilities in an interdisciplinary programme for first year students which considers Western thought and culture from ancient Greece to the present; approximately six hours a week of classes plus eight hours attendance at lectures. All candidates will have an M.A. or equivalent in some area of humanities or social sciences as a minimum. Candidates should have a broad knowledge of Western civilization and a commitment to teaching. Salary: Approximately $20,750 to $23,750 (1994-1995). Applications, including a cv and three letters of reference, should be sent to: The Director, Foundation Year Programme, University of King's College, Halifax, NS B3H 2A1. Closing date for applications: 14 April 1995.

JAPANESE

CARLETON UNIVERSITY - Centre for Applied Language Studies. Carleton University invites applications for a continuing position at the level of Instructor I in Japanese. Applicants should have native fluency in Japanese, an M.A. or equivalent qualification in a relevant field, and a permanent professional commitment to a career in teaching Japanese as a foreign language at the university level. Duties will include teaching intensive introductory credit courses and advanced courses in Japanese, and participating in the development of curriculum and teaching and testing materials. Applicants should send a curriculum vitae and the names of referees to: Professor Ian Pringle, Director, Centre for Applied Language Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6. Closing date for applications is March 31, 1995 or when position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

JOURNALISM

CARLETON UNIVERSITY - School of Journalism and Communication. Applications are invited for a tenure-track position at the Associate or Assistant Professor level commencing July 1, 1995, subject to budgetary approval. Candidates should have broad experience in broadcast journalism and should be able to teach broadcast reporting, editing and production. Teaching experience is preferred. A graduate degree would be an asset. Please submit a resumé and names of three referees to: Peter Johansen, Director, School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Canada K1S 5B6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. The closing date for applications is March 31, 1995.

LANGUAGES & LETTERS

UNIVERSITY COLLEGE OF CAPE BRETON - Position Vacancy. Assistant Professor - 12 month term. Please quote reference #SAL950104 on all correspondence. The School of Arts and Letters, University College of Cape Breton, invites applications for a twelve-month term position in the Department of Languages and Letters at the rank of Assistant Professor commencing July 1, 1995. There is a possibility that the appointment may be renewed. Qualified candidates will posses a completed PhD, or one near completion, and will have expertise and interest in Advanced Writing as well as in one or more of the following fields of literature: Renaissance, Non-Dramatic, Eighteenth Century, Canadian to 1900, American. This position is subject to budgetary approval. Salary will be commensurate with qualifications and experience. Interested persons should submit an application including c.v. and transcripts to Mr. Jack MacLeod, Director, Human Resources, University College of Cape Breton, Sydney, N.S., no later than April 30, 1995. Candidates should also arrange for submission directly to the Human Resources office of three confidential letters of reference. Any inquiries regarding this advertisement should be directed to Harold Barratt at (902)539-5300, Ext. 248. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LIBRARY

THE UNIVERSITY OF MANITOBA Libraries invites applications for the positions of Reference Librarian, D.W. Crark Engineering Library. Reporting to Head of the D.W. Crark Engineering Library, the incumbent's responsibilities include the following: Provides reference services for library users, including answering informational requests, giving instruction and assistance in the use of bibliographic aids, and promoting and initiating reference services. Participates in library orientation programs and in developing instructional guides to the Engineering Library collections and services. Serves as library resource person for computer-based services, including bibliographic and non-bibliographic engineering databases, bibliographic management systems, CD-ROM, the Internet and computing facilities in the Faculty of Engineering. Participates in collection development in appropriate subject fields, including selection, evaluation, storage or withdrawal of materials. Contributes toward the development and maintenance of the procedures manuals and written working tools of the unit. Acts as a resource person for support staff when guidance and backup are required during the course of their work routines. Participates in specific projects and committee appointments as appropriate. Qualifications: A degree from an ALA-accredited library program. An undergraduate degree in a related field would be preferred or substantial professional experience in an engineering library. The applicants must exhibit a well-developed understanding of the role of new technologies in libraries with specific experience in the use and application of microcomputers and CD-ROM systems, preferably in a networked environment. Experience with online searching, preferably in the technology area. Strong interpersonal, oral and written communication skills are essential. Teaching and bibliographic instruction skills are essential. The candidates are expected to participate in professional development and relevant professional activities. Effective date: August 1, 1995. Ranks and Salary Ranges: General Librarian: $27,448 - $41,410. This position has a two-year probationary period. Librarians enjoy academic

Director, School of Urban and Regional Planning

The Ryerson School of Urban and Regional Planning invites applications for the position of Director. Reporting to the Dean of the Faculty of Community Services, the successful candidate will be appointed for a 5 year term commencing no later than January 1, 1996. This is a tenure track appointment.

Founded in 1969, the Ryerson School of Urban and Regional Planning offers a generalist undergraduate planning degree recognized by the Canadian Institute of Planners. The School has 260 full-time students and a faculty complement of 12.

The Director is responsible for providing academic and administrative leadership including management of the human and financial resources of the School; liaison with the profession and the community; leadership in supporting faculty involvement in scholarly, research and creative activity, and participation in the development of future graduate programs.

The successful candidate will have a Ph.D. in planning or a related field, or an equivalent terminal degree; membership in the Canadian Institute of Planners (or equivalent professional organization); teaching experience in one or more of Land Use Planning, Environmental Planning, Transportation Planning, and/or Planning Law; an established reputation in the professional community, and evidence of scholarship and research achievements.

Applications, with a curriculum vitae and the names of 3 referees, should be received no later than April 15, 1995, by Dr. Judith Sandys, Dean, Faculty of Community Services, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario M5B 2K3

Ryerson Polytechnic University is committed to the principles of employment equity and welcomes applications from all qualified candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RYERSON

Dean of Canadian universities and also of French-speaking universities in America, l'Université Laval supports progress of society through high quality in teaching and commitment in research.

POSITION AVAILABLE AS PROFESSOR IN CONSUMER SCIENCES

The Département de nutrition humaine et de consommation is inviting applications for a tenure-track position in Consumer Sciences (with an emphasis in Consumer Education).

DESCRIPTION

Undergraduate teaching in Consumer Sciences
Research in Consumer Sciences
Participation in the development of a Masters programme in Consumer Sciences and in the supervision of graduate students
Participation in the Secondary Teaching Program
Participation in other teaching and administrative activities.

QUALIFICATIONS

Bachelors degree in Consumer Sciences or related discipline
Doctoral degree, completed or near completion, in Consumer Sciences or a closely related discipline
Research experience in Consumer Sciences or a closely related discipline
Scientific publications
Teaching experience is also preferred
Preference accorded to candidates with knowledge of spoken and written French (courses in French as a second language are available at Laval University).

Salary will be determined by the existing collective convention.

The position is available in September 1995.

Candidates are requested to send their curriculum vitae and three letters of recommendation, before 5:00 p.m. July 28, 1995, to:

John A. Zee, Director
Département de nutrition humaine et de consommation
Pavillon Paul-Comtois
UNIVERSITÉ LAVAL
Québec (Québec) Canada
G1K 7P4

UNIVERSITÉ LAVAL — *Faculté des sciences de l'agriculture et de l'alimentation* — Nutrition humaine

WE SHARE THE WORLD'S KNOWLEDGE

In accordance to as Employment Equity program, Laval University intends to hire women on half of its vacant positions. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

Doyenne des universités canadiennes et des universités francophones en Amérique, l'Université Laval appuie le progrès et l'ouverture de la société en alliant formation de qualité et développement du savoir.

PROFESSEURE, PROFESSEUR EN SCIENCES DE LA CONSOMMATION

Le Département de nutrition humaine et de consommation procède actuellement au recrutement d'un professeur ou d'une professeure en sciences de la consommation (secteur privilégié: éducation à la consommation).

DESCRIPTION DU POSTE

Enseignement au niveau du 1er cycle dans divers domaines de la consommation
Recherche en consommation
Participation au développement d'un programme de 2e cycle en consommation et encadrement d'étudiantes et d'étudiants gradués
Participation au programme de la formation des maîtres au secondaire
Participation aux instances pédagogiques et administratives.

QUALIFICATIONS

Baccalauréat en consommation ou dans une discipline connexe
Doctorat, ou sur le point de l'obtenir, dans un domaine relié à la consommation
Expérience de recherche dans un domaine relié à la consommation
Publications scientifiques
Expérience dans l'enseignement sera un atout
Connaissance du français parlé et écrit, de préférence (des cours de formation en langue française sont disponibles à l'Université Laval).

Traitement: selon la convention collective.

Le poste est disponible à partir de septembre 1995.

Les personnes intéressées sont priées de faire parvenir leur curriculum vitae et trois lettres de référence, avant 17h le 28 juillet 1995, à:

John A. Zee, Directeur
Département de nutrition humaine et de consommation
Pavillon Paul-Comtois
UNIVERSITÉ LAVAL
Québec (Québec) Canada
G1K 7P4

UNIVERSITÉ LAVAL — *Faculté des sciences de l'agriculture et de l'alimentation* — Nutrition humaine

LE SAVOIR DU MONDE PASSE PAR ICI

En vertu de son Programme d'accès à l'égalité, l'Université Laval entend consacrer la moitié de ses postes vacants à l'engagement de femmes. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyennes et citoyens canadiens et aux résidentes et résidents permanents au Canada.

ANNONCES CLASSÉES

status with possibility of promotion. The filling of this position is subject to final budgetary approval. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities. The University provides a smoke-free environment, save for spefially designated areas. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Submit application, including resume, salary expectations and the names of three references, by April 15, 1995 to: Catolynne Plessel, Director of Libraires, The University of Manitoba Libraires, Winnipeg, Manitoba R3T 2N2.

LINGUISTICS

MEMORIAL UNIVERSITY OF NEWFOUNDLAND - The Linguistics Department, Memorial University of Newfoundland, is seeking to make a 4 month teaching term appointment at the rank of Lecturer effersive 1 May 1995, subjers to budgetary approval. Qualifications: PhD in Linguistics (specialization open) and a demonstrated record of effective teaching and research publications. Duties to include teaching three introductory linguistics courses (Language & Communication, Phonetics & Phonology, Morphology & Syntax). Deadline for receipt of applications: 31 March 1995. In accordance with Canadian immigration regufations, this advertisement is diversed to Canadian citizens and permanent residents of Canada. Memorial University is committed to employment equity. Please arrange to send a curriculum vitae, a letter of application & any supporting documents, and letters from three referees, to Dr. J. Black, Head, Department of Linguistics, Memorial University of Newfoundland, St. John's, NF A1B 3X9, Canada.

MATHEMATICS & STATISTICS

McMASTER UNIVERSITY - The Department of Mathematics & Statistics, McMaster University, invites applications for a three year contractually limited appointment at the assistant professor level starting July 1, 1995. Candidates should have a PhD and proven excellence in teaching undergraduate mathematics, as well as capability in research. Salary based on qualifications and experience. The position is subject to final budgetary approval. McMaster is committed to Employment Equity and encourages applicatrons from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. Please send curriculum vitae and arrange for three letters of reference to be sent to: Di. E.T. Sawyer, Chair, Mathematics & Statistics, McMaster University, Hamilton, Ontario, Canada L8S 4K1. The closing date for receipt of applications is April 10, 1995.

MEDICINE

UNIVERSITY OF ALBERTA - Academic General Internist. The Department of Medicine at the University of Alberta invites applications for a tenure track position in the Division of General Internal Medicine at the Assistant Professor or Associate Professor level. Candidates will have a demonstrated interect and expertise in clinical research with an emphasis on clinical epidemiology or health outcomes research. Applicants will have an MD degree or equivalent, an FRCP(C) or equivalent in Internal Medicine, and be eligible for licensure in the Province of Alberta. The successful candidate is expected to take a leadership role within the Division in establishing and promoting new clinical research programs. Also, the successful applicant will participate in the undergraduate and post-graduate medical education programs and provide in-patient and out-patient care in an educational environment. The rank-based salary for Assistant Professors is $39,230 - $55,526 and for Associate Professors is $48,372 - $69,664, a successful practice plan provides additional income to a highly competitive ceiling. Those interested should submit a letter of application, full curriculum vitae, and the addresses and telephone numbers of three referees by 30 April 1995 to: Di. Paul W. Armstrong, Chair, Department of Medicine, University of Alberta, Room 2F1 Walter C. Mackenzie Health Sciences Centre, Edmonton, Alberta, Canada T6G 2R7. In accordance with Canadian Immigration regulations, this advertisement is diversed at Canadian citizens and permanent residents. The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

MODERN LANGUAGES

UNIVERSITY OF PRINCE EDWARD ISLAND - The Department of Modern Languages of the University of Prince Edward Island invites applications for a term position (with possible renewal) in Spanish commencing July 1, 1995. The main responsibility of the position will be to teach language classes at the undergraduate levels, although the possibility exists of teaching courses in Hispanic Studies. Applicants should have native or near-native fluency in both Spanish and English. University-level teaching experience is required. Fluency and teaching ability in French would be an asset. Salary commensurate with qualifications and experience. Review of applications will begin on March 31, 1995 and continue until the position is filled. In accordance with Canadian immigration requirements, this advertisement is diversed to Canadian citizens and permanent residents of Canada. UPEI offers equal employment opportunities to qualified male and female applicants. Curriculum vitae and letters of reference should be sent to Professor L. Zimmermann, Head, Department of Modern Languages, University of Prince Edward Island, Charlottetown, P.E.I. C1A 4P3. The appointment is subject to budgetary approval.

MUSIC

THE UNIVERSITY OF VICTORIA invites applications for a position in classical guitar. This is a part-time, three-year (non tenure-track) position. Salary will vary depending on enrolment in the guitar program. Applicants may also choose to be considered as candidates for a similar position at the Victoria Conservatory of Music. A record of successful teaching at the university level is expected, along with an established (preferably international) reputation as a performer. Doctorate preferred. Resume and cassette tapes of performances invited with first application. Application deadline: April 15, 1995. Applications to be sent to: Professor Michael Longton, Director, School of Music, University of Victoria, P.O. Box 1700, Victoria, B.C. V8W 2Y2. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal persons.

THE UNIVERSITY OF LETHBRIDGE - The School of Fine Arts, Division of Music, is seeking a qualified candidate for an eight month term appointment beginning September, 1995 until June 30, 1996. The successful candidate will replace a faculty member on leave of Absence. Qualifications: Master of Music in Piano Performance with teaching experience at the university level. Responsibilities: Include attracting and instructing students in Piano. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. Expected Salary offering Lecturer in Music $24,000 per annum. Position is subject to final Board aporoval. The Division of Music also includes an active Music Conservatory which serves over 300 students annually. Faculty members may teach students through the Conservatory and earn additional income. Interested individuals should forward their letter of application, curriculum vitae, relevant supporting documentation (taper, reviews, etc.) and include three letters of reference, by March 31, 1995, to: Di. Thomas Staples, Assistant Dean, Division of Music, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4; Phone: (403)329-2338; Fax (403)382-7127.

THE UNIVERSITY OF LETHBRIDGE - The School of Fine Arts, Division of Music, is seeking a qualified candidate for a full time term (non tenure-track) appointment beginning September 1, 1995 and extending until June 30, 1997. The position is renewable. Qualifications: Master of Music with emphasis in Double Reed/Saxophone and Theory. Responsibilities: Include attracting and instructing students in Oboe and Bassoon, as well as, in Saxophone. They also include teaching courses in the music theory program. The abilty to conduct the jazz ensemble or other small ensembles would be of benefit to the division. In accordance with Canadian Immigration Regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University is an equal opportunity employer and offers a non-smoking environment. Expected Salary offering: Lecturer in Music $28,000 per annum. Position is subject to final Board aporoval. The Division of Music also includes an active Music Conservatory which serves over 300 students annually. Faculty members may teach students through the Conservatory and earn additional income. Interested individuals should forward their letter of application, curriculum vitae, relevant supporting documentation (taper, reviews, etc.) and include three letters of reference, by March 31, 1995, to: Dr. Thomas Staples, Assistant Dean, Division of Music, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta T1K 3M4; Phone: (403)329-2338, Fax (403)382-7127.

NURSING

UNIVERSITY OF NEW BRUNSWICK - The Faculty of Nursing invites applications for tenure-track positions beginning on July 1, 1995. Salary and rank will be commensurate with qualifications and experience. The appointees will be expected to work across the Masters and Baccalaureate programmes. The Masters program will be offered for the first time in September 1995 for both full and part-time study using distance technologies. The preferred candidates will have: a graduate degree in nursing, a doctoral degree, current clinical expertise and demonstrated excellence in research and scholarly endeavors. One candidate is required with a strong background in nursing care of adults in acute care settings. Strength in quantitative research methodologies is also a requirement for one candidate. Experience in nursing education, particularly at a graduate level, would be an asset. These positions are subject to final budgetary approval by the university. C.V. and references should be forwarded to: Prof. Penny K. Ericson, Dean, Faculty of Nursing, U.N.B., P.O. Box 4400, Fredericton, N.B. E3B 5A3. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Deadline for Application: March 31, 1995.

UNIVERSITY OF NEW BRUNSWICK - Department of Biology & Nursing. The Saint John Campus of the University of New Brunswick is presently establishing both a Masters of Nursing and a Baccalaureate of Nursing Program in addition to an existing BN/RN Program. Over the next 5 years the visibility of Nursing on campus will strengthen markedly as 25 Nursing positions are filled. Those eager for the challenges associated with these initiatives are invited to apply for a full time probationary tenure track position in Nursing. Applicants should have university teaching and research experience and hold a doctorate in Nursing. Experience in nursing education administration would be an asset. The appointment, subject to final budgetary approval, begins July 1, 1995. Applications, including a curriculum vitae and the names of three referees, should be received no later than March 31, 1995 by Dr. C.K. Tompkins, Dean of Science, Applied Science & Engineering, The University of New Brunswick, P.O. Box 5050, Saint John, N.B., E2L 4L5. In accordance with Canadian immigration requirements, this advertisement is diversed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITÉ D'OTTAWA - L'École des sciences infirmières de la Faculté des sciences de la santé desse combler deux postes de professeur(e)s à temps complet menant à la permanence. Exigences: 1. PhD en sciences infirmières ou dans une discipline connexe. Les demandes des candidat-e-s dont les études doctorales sont actuellement en cours seront également letenues: 2. Maitrise, de préférence en sciences infirmières; 3. Un dossier de recherche courant; 4. Expérience dans un des champs cliniques suivants: soins critiques; géronto'ogie, santé communautaire; 5. Certificat de compétence valide de l'Oidie des infirmières et infirmiers de l'Ontario; 6. Connaissance active de l'anglais et du français, permettant d'enseigner dans ces deux langues. Responsabilités: 1. Enseignement aux 1er et 2e cycles, en anglais et/ou en français; 2. Recherches. 3. Direction de projets de recherche/thèses; 4. Pratique clinique et supervision des étudiants; 5. Participation aux activités universitaires. Entrée en Fonction: le 1er juillet 1995. Rang et Salaire selon les titres, les qualités, l'expérience, conformément à la convention collective. Les postes seront comblés sous réserve des disponibilités budgétaires. A qualifications égales, la priorité sera accordée, au moment de la sélersion, aux citoyens canadiens ou aux résidents permanents. L'Université a une politique d'équité en matière d'emploi. L'École des sciences infirmières encourage des candidatures d'infirmers qualifies. Prière de faire parvenir votre demande d'emploi, votre curriculum vitae et le nom de trois répondant-e-s à Madame Denise Alepck, Directrice, École des sciences infirmières, Doyenne associée, Faculté des sciences de la santé, Université d'Ottawa, 451, themin Smyth, pièce 2031, Ottawa (Ontario) K1H 8M5. Fin de l'affichage: le 31 mars 1995.

UNIVERSITY OF OTTAWA - The School of Nursing of the Faculty of Health Sciences invites applications for two tenure track positions. Qualifications: 1. PhD in Nursing or in a discipline relevant to the candidates' area of nursing expertise. Applications from candidates actually completing their doctoral degree will also be considered; 2. Master's degree, preferably in Nursing; 3. An active research dossier; 4 Clinical expertise in ona of the following areas: critical care nursing; geriontology, community health nursing; 5. Current certificate of competence from the College of Nurses of Ontario; 6 Active knowledge of English and French, i.e. a level of competence which is adequate for the purposes of teaching. Responsibilities: 1. Teaching undergraduate and graduate level students in English and/or French, 2. Research activities, 3. Supervision of student research projects/thesis; 4

Memorial
University of Newfoundland

TEACHING POSITIONS AVAILABLE

A. Recreation Specialist
B. Primary/Elementary School Curriculum Specialist

Applications are invited for two (2) contractual, regular term, three (3) year appointments in the School of Physical Education and Athletics, Memorial University of Newfoundland.

Candidates with a PhD are preferred, although consideration will be given to candidates nearing completion. Experience in the respective fields and expertise in computer technology and application would be an asset.

Position A - Recreation Specialist

Applicants should be competent to teach both undergraduate and graduate level courses in recreation administration, outdoor recreation, entrepreneurial recreation, adventure tourism and related areas, and have an ongoing research programme.

Position B - Primary/Elementary School Curriculum Specialist

Applicants should be competent to teach both undergraduate and graduate level courses in primary/elementary school curriculum and methods and have an ongoing research programme. Emphasis on a movement education approach to the teaching of physical education, and the ability to teach dance and gymnastics will form the major thrust of the position. Duties related to student teaching practicum, placement, and supervison will also form part of the faculty member's responsibilities.

The appointments will be effective August 1, 1995, at the rank of Assistant Professor. Memorial University is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Letters of Application should be accompanied by a Curriculum Vitae and the names of three referees. Deadline for applications to be received is **May 1, 1995.** Send applications to:

Professor Frank T. Butler, Chair, Search Committee
School of Physical Education and Athletics, Memorial University of Newfoundland
St. John's, Newfoundland A1C 5S7
Fax: (709)737-3979 Telephone: (709)737-8669

Faculty Position
School of Administration & Information Management
Information Technology

The Ryerson School of Administration & Information Management invites applications for a faculty position effective September 1, 1995. Applicants are expected to have a Ph.D. or be very close to final dissertation defence. This position will be of interest to individuals interested in teaching and applied research in a multidisciplinary and collegial environment.

Ideally the successful candidate should have a combination of backgrounds in information technology and management, and be able to teach integrated technology/management courses to business students. In addition, the successful candidate is required to undertake research and development in the multi-media and learning technology areas, in which the School has several target research projects. Practical experience in the management or application of information technology will be an asset. The initial appointment will be for a limited term of two years, after which the suitable individual may be considered for a tenure-track position.

Applications, including curriculum vitae and the names of three referees, should be submitted by March 30, 1995 to Dr. David Ho, Director, School of Administration & Information Management, Ryerson Polytechnic University, 350 Victoria Street, Toronto, Ontario M5B 2K3.

Ryerson Polytechnic University is committed to the principles of employment equity and welcomes applications from all qualified candidates. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

RYERSON

THE HONG KONG POLYTECHNIC UNIVERSITY
香港理工大學
(formerly Hong Kong Polytechnic
前香港理工學院)

CHAIR PROFESSOR OF MECHANICAL ENGINEERING
(tenable immediately)

The Hong Kong Polytechnic University (formerly known as Hong Kong Polytechnic) is a large and dynamic institution of higher education offering over 200 courses in a wide variety of subjects at levels ranging from Higher Diplomas and Degrees through to Master's and Doctoral Degrees. The number of enrolled students is approximately 26,000 with a full-time equivalent student population of around 13,500. The academic structure consists of six Faculties comprising 26 Departments and Units devoted to teaching and research, and a number of interdisciplinary and specialist Centres.

The post is available in the Department of Mechanical Engineering of the Faculty of Engineering which also consists of three other Departments: Electrical Engineering, Electronic Engineering, and Manufacturing Engineering and two Centres: Centre for Maritime Studies and Jockey Club Rehabilitation Engineering Centre.

The Department of Mechanical Engineering presently offers a wide range of courses including the part-time modular Master of Science and Postgraduate Diploma courses in Precision Engineering, a sandwich/full-time/part-time Bachelor of Engineering (Honours) degree course in Mechanical Engineering, a full-time/part-time Higher Diploma course in Mechanical Engineering and a modular part-time Post-experience Scheme in Mechanical Engineering. A new part-time modular Master of Science and Postgraduate Diploma course in Mechanical Engineering will commence in October 1995. The Department currently has a number of research students pursuing programmes leading to the award of Master of Philosophy and Doctor of Philosophy.

The Department has a total staff establishment of 70, of which 42 are academic staff. The appointee is expected to provide leadership to this team of staff in all aspects of academic activities including teaching, research, and consultancy, and may be offered a concurrent appointment as Head of Department of Mechanical Engineering.

Applicants should have a doctoral degree and a professional qualification in engineering, a strong record in teaching and research, an excellent publications track record, and personal qualties necessary to lead and manage a large department. Applicants for the position can be of any research specialism within the activities of the Department.

Salary and Conditions of Service
Salary is within a range and not less than HK$915,840 per annum. (CAD$1 : HK$5.5 as at 25 January 1995)

Initial appointments at this level are normally made on a fixed-term gratuity-bearing contract of four years at the end of which, re-engagement is subject to mutual agreement. Other benefits include leave, subsidized housing, medical and dental schemes, passage and children's education allowances.

Application
Application including curriculum vitae and names of three referees should be sent to the **Personnel Office, The Hong Kong Polytechnic University, Hung Hom, Kowloon, Hong Kong** before **March 31, 1995.** (Fax (852)2764 3374, E-mail GSSTAFF@HKPCC.HKP.HK). Candidature may be obtained by nominations. The University reserves the right not to fill this post or to make an appointment by invitation.

CLASSIFIEDS

Clinical practice and supervision of students; 5. Participation in academic activities. Effective July 1, 1995. Rank and Salary determined by candidate's qualifications and experience, in accordance with the collective agreement. Positions will be filled subject to availability of funds. Among candidates with equal qualifications, priority in selection shall be given to Canadian citizens or permanent residents. The University of Ottawa has an Employment Equity Program. The School of Nursing welcomes applications from qualified male nurses. Please send your letter of application, curriculum vitae and the names of three referees to the following address: Dr. Denise Alcock, Director, School of Nursing, Associate Dean, Faculty of Health Sciences, University of Ottawa, 451 Smyth Road, Room 2031, Ottawa, Ontario K1H 8M5 Application deadline: March 31, 1995

TRINITY WESTERN UNIVERSITY - Nursing. Subject to budgetary approval, a tenure-track position in Home Care Nursing beginning August, 1995. Position requires theory and clinical teaching. Doctorate preferred, Masters in Nursing required, preferably in clinical specialty. RNABC registration required. Trinity Western University is a Christian liberal arts university, affiliated with the Evangelical Free Church of Canada. CV's and letters of reference should be addressed to Dr. Julia Emblen, Trinity Western University, 7600 Glover Road, Langley, BC V2A 6H4 (604)888-7511 In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens or permanent residents. Trinity Western University does not discriminate on the basis of gender or ethnic identity.

OPTOMETRY

UNIVERSITY OF WATERLOO - School of Optometry. Assistant/Associate Professor. Applications are being accepted for a probationary term appointment at the Assistant/Associate level in the School of Optometry, University of Waterloo. The successful candidate will be expected to carry out research and to instruct in the School's professional, graduate and/or clinical programmes. Preference will be given to candidates who are eligible for licensure in Ontario, have earned a PhD in vision science or a related field and have demonstrated independent research capability. Salary negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by June 30, 1995 to Dr. Jacob Sivak, Director, School of Optometry, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

UNIVERSITY OF WATERLOO - School of Optometry. Clinical Teaching Position. Applications are being accepted for a full time clinical teaching position at the School of Optometry, University of Waterloo. Applicants must be eligible for licensure in Ontario. Preference will be given to applicants who have an advanced clinical qualification. Salary negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent by June 30, 1995 to Dr. Jacob Sivak, Director, School of Optometry, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from qualified women and men, members of visible minorities, native people and persons with disabilities. This appointment is subject to the availability of funds.

ORAL PATHOLOGY

UNIVERSITY OF SASKATCHEWAN - A full-time tenure track position at the rank of Assistant Professor is available in Oral Pathology, Department of Diagnostic and Surgical Sciences effective July 1, 1995. Requirements include D.D.S./D.M.D. degree and graduate qualification in Oral Pathology at the Masters level from an accredited program in Oral Pathology. Responsibilities include didactic and clinical instruction of undergraduate students, clinical consultations, research, and administration of an histopathological diagnostic service. Opportunities for intramural practice are available. Send letter of interest, curriculum vitae, and names and addresses of three references to: Dr. G.V. Packota, Chair, Search Committee, College of Dentistry, University of Saskatchewan, 105 Wiggins Road, Saskatoon, SK, Canada S7N 5E4 The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates including aboriginal people, people with disabilities, visible minorities and women.

OUTDOOR EDUCATION

UNIVERSITY OF REGINA, Faculty of Education. Assistant Professor, Outdoor Education. Applications are invited for a probationary, full-time, tenure-track position in Outdoor Teather Education and a support area of study in Physical Education. The appointment will be effective July 1, 1995 General qualifications: Doctorate with a specific focus in Outdoor Education Curriculum and Instruction for K-12 schools and teacher education; a background and teaching experience in Physical Education is desirable. Duties: To teach undergraduate Curriculum and Instruction classes in Outdoor Education and Physical Education; to supervise undergraduate students during the field experience component of an innovative teacher education program. Salary range: $40,019 - $62,027, negotiable according to qualifications and experience. Applications, including curriculum vitae and three references should be sent by April 30, 1995 to: Dr. Michael Tymchak, Dean, Faculty of Education, University of Regina, Regina, SK S4S 0A2; fax: (306)585-5330. Appointments will be made subject to final budgetary clearance. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to the principles of employment equity.

OUTDOOR RECREATION, PARKS & TOURISM

LAKEHEAD UNIVERSITY - The School of Outdoor Recreation, Parks and Tourism at Lakehead University invites applications for a probationary (tenure-track) appointment at the Assistant Professor level, commencing August 1, 1995. Duties include teaching and research in the areas of leadership, interpretation, natural resource recreation and/or tourism. Preference will be given to applicants who can contribute to at least two of the above areas and to the applied aspects of the School's program. Candidates should have a PhD, successful teaching experience at the university level and demonstrated research ability. Salary will be commensurate with experience and qualifications. This appointment is subject to final budgetary approval. The deadline for applications is April 1, 1995. Interested applicants should send a curriculum vitae, and the names and addresses of three referees to: Dr. H.J. Akervall, Director, School of Outdoor Recreation, Parks and Tourism, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1: (807)343-8358 (voice); (807)346-7836 (Fax). In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

PHARMACEUTICAL SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA - Senior Pharmacoepidemiologist. The University is seeking qualified candidates to be considered for the first appointment to the Tong Louie Chair in Pharmacy Administration, Faculty of Pharmaceutical Sciences, to develop an international calibre research program dedicated to pharmaceutical use outcomes, management and policy. The program will be one of seven research chairs within the new interdisciplinary Risk Studies Institute at the University of British Columbia. Applicants should have a solid background in epidemiology and pharmaceutical outcomes research, with demonstrated professional leadership within academia, industry or government. Appointment is expected to be at the rank of full professor. Start Date: 1 July 1995 or as soon thereafter as possible. Salary is commensurate with qualifications and experience. The position is subject to final budgetary approval. Deadline for Applications: 30 April 1995 or until position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. U.B.C. welcomes all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities. Please send a letter of application, curriculum vitae and the names of three referees to: Dean John H. McNeill, Faculty of Pharmaceutical Sciences. The University of British Columbia, 2146 East Mall, Vancouver, B.C., Canada V6T 1Z3; Telephone: (604)822-2343; FAX: (604)822-3035.

PHARMACOLOGY

THE UNIVERSITY OF SASKATCHEWAN, Department of Pharmacology, College of Medicine invites applications for a tenure-track position at the Assistant Professor level to commence July 1, 1995. Candidates must have a PhD or M.D. degree and post-doctoral training. Evidence that the applicant has the potential to establish an independent research program is required. Teaching experience would be an asset. The University of Saskatchewan is committed to the principles of Employment Equity. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applicants should submit their curriculum vitae, recent reprints of published work, the names and addresses of three referees, and a statement of their teaching and research interests to Dr. J.R. McNeil, Dept. of Pharmacology, University of Saskatchewan, 107 Wiggins Road, Saskatoon, SK, Canada S7N 5E5. The deadline for receipt of applications is March 31, 1995.

PHARMACY & NUTRITION

UNIVERSITY OF SASKATCHEWAN - College of Pharmacy and Nutrition. Applications are invited for a full-time tenure-track position in the Division of Pharmaceutical Sciences. The applicant should possess a PhD degree in the pharmaceutical sciences with an emphasis on pharmaceutics, biopharmaceutics or pharmacokinetics and will preferably hold an undergraduate pharmacy degree. Special consideration will be given to those candidates with additional background in statistics. The successful candidate will be expected to carry out an active research program in an area that complements current faculty activities in pharmaceutical drug delivery, pharmaceutical biotechnology, pharmacokinetics and drug metabolism, pharmaceutical/biopharmaceutical analysis and synthetic medicinal chemistry. In addition, applicants will be expected to participate in teaching in both the undergraduate and graduate programs and responsibilities will be in the areas of pharmaceutics, biopharmaceutics and pharmacokinetics. The College of Pharmacy and Nutrition offers two undergraduate programs in Pharmacy and Nutrition/Dietetics and M.Sc./PhD graduate programs in the Pharmaceutical Sciences, Pharmacy Practice and the Nutritional Sciences. Applicants should submit a curriculum vitae (including a description of research interests and teaching experience) and the names of three references by April 30, 1995 to: Dr. Dennis Golecki, Head, Division of Pharmaceutical Sciences, College of Pharmacy and Nutrition, University of Saskatchewan, Saskatoon, Canada S7N 0W0. The University is committed to Employment Equity and encourages applications from people of aboriginal descent, people with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

THE UNIVERSITY OF SASKATCHEWAN, College of Pharmacy and Nutrition is seeking applicants for a 12-month, full-time Pharmacy Practice faculty position. Candidates should possess a Pharm.D. or equivalent degree with a fellowship or equivalent practice experience in pharmacy practice or clinical pharmacy. Preference will be given to applicants interested in developing a practice in either pediatrics, general medicine, critical care or surgery. Applicants must be eligible for licensure in Saskatchewan. Teaching responsibilities will include didactic and experiential instruction in pharmacy practice areas such as therapeutics or pharmacology as well as supervision of undergraduate and graduate clinical pharmacy students in a hospital setting. Scholarly activities are a significant criteria for faculty advancement and the candidate will be expected to collaborate in research activities pertaining to pharmacy practice. This position may be shared and partially funded by the Saskatoon District Health Board. This permanent full-time position is available July 1, 1995 with salary commensurate with experience. Qualified candidates are requested to forward a letter of application, curriculum vitae and names of three references to: Dr. Alfred J. Remillard, Head, Division of Pharmacy Practice, College of Pharmacy and Nutrition, University of Saskatchewan, 110 Science Place, Saskatoon, Saskatchewan, Canada S7N 5C9. The University is committed to Employment Equity and encourages applications from people of aboriginal descent, people with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be accepted until April 30, 1995 or until the position is filled

THE UNIVERSITY OF SASKATCHEWAN, College of Pharmacy and Nutrition is seeking applicants for a 12-month, tenure-track Pharmacy Administration faculty position. Candidates should possess a PhD in Pharmacy Administration or equivalent with an interest in developing scholarly activity in any area of pharmacy administration. Preference will be given to applicants who also have a Pharmacy degree and who are interested in the areas of pharmacoeconomics, pharmacoepidemiology or health-care systems. Teaching responsibilities will include didactic instruction in pharmacy administration areas. These may include management, social/behavioral aspects of pharmacy practice, business principles and the health-care system. Scholarly activities are a significant criteria for faculty advancement and the candidate will be expected to collaborate in research activities pertaining to pharmacy administration and practice. This permanent full-time position is available July 1, 1995 with salary commensurate with experience. Qualified candidates are requested to forward a letter of application, curriculum vitae and names of three references to: Dr. Alfred J. Remillard, Head, Division of Pharmacy Practice, College of Pharmacy and Nutrition, University of Saskatchewan, 110 Science Place, Saskatoon, Saskatchewan, Canada S7N 5C9. The University is committed to Employment Equity and encourages applications from people of aboriginal descent, people with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Applications will be accepted until April 30, 1995 or until the position is filled.

PHILOSOPHY

WILFRID LAURIER UNIVERSITY - Applications are invited for a tenure-track position at the rank of Assistant Professor. Appointment effective January 1, 1996 (preferably), or July 1, 1996 AOS: Contemporary German or French Philosophy. The department has teaching needs in the areas of ethics, social and political issues, and the history of philosophy, but encourages candidates with other interests to apply. PhD in Philosophy preferred, but an exceptionally well qualified ABD in the final stages of dissertation may be considered. The successful candidate will be expected to teach in the undergraduate program, advise students and maintain an active research program. Applicants should send a curriculum vitae, transcripts, three letters of reference and samples of writing. These should be forwarded by March 31, 1995 to: Dr. Leo Groarke, Chair, Department of Philosophy, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5. Wilfrid Laurier University is committed to employment equity policies, and welcomes applications from all qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF PRINCE EDWARD ISLAND - The Department of Philosophy, University of Prince Edward Island, invites applications for at least one probationary contract to begin July 1, 1995, subject to budgetary approval. Salary will be commensurate with qualifications and experience. Applicants should have a completed PhD with a strong background in the area of Modern European Philosophy and the ability to teach such courses as Contemporary Philosophical Perspectives and Problems, Feminism, Philosophy and Literature, Love and Sexuality, Philosophy of Religion or Social and Political Philosophy and Philosophy of Law. Preference will be given to those candidates with a demonstrated excellence in teaching undergraduate courses and of research in the area of specialization. Applicants should send a curriculum vitae, evidence of teaching effectiveness, and the names and addresses of three referees to: Ken Butler, Chairperson, Department of Philosophy, University of Prince Edward Island, 550 University Ave., Charlottetown, P.E.I. C1A 4P3. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements,

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ASSISTANT PROFESSOR
Canadian History, Economics & Political Science

The Paul H. Nitze School of Advanced International Studies (SAIS) seeks to fill a position in Canadian Studies at the level of Assistant Professor.

Research specialties in economics, economic history, political science, international relations, comparative government and Canadian history are welcome. This is not a tenure-track position, although the contract may be extended for a second three-year term. The teaching load is two courses per semester.

Located in Washington, D.C., the Nitze School offers M.A. and Ph.D. degrees in International Relations. Send curriculum vitae, representative sample of published books or articles and references to: **Director, Human Resources Department, The Paul H. Nitze School of Advanced International Studies (SAIS), Johns Hopkins University, 1740 Massachusetts Avenue, N.W., Room N303, Washington, DC 20036.** SAIS and the Johns Hopkins University is an Affirmative Action/Equal Opportunity Employer and Educator and encourages applications from people of color and women.

SAIS
The Paul H. Nitze School of Advanced International Studies

UNIVERSITE YORK UNIVERSITY
Toronto, Canada

Director
Centre for Refugee Studies

Applications are invited for the position of Director of the Centre for Refugee Studies for an initial term of no fewer than three years and no more than five years, beginning on or before July 1, 1996. Established as an official University-based research unit in 1988, the Centre was named as a CIDA Centre of excellence in 1991. The Director reports to the Associate Vice-President (Research).

The Director is responsible, in collaboration with others, for the research program, education program, finance and administration of the Centre. The Director is expected to fulfil the CIDA Centre of Excellence mandate, to provide leadership in the further development of the Centre, and to develop additional funding sources. The Centre is expected to operate on a cost-recovery basis; experience in budget management and in negotiation of research contracts would be an asset.

The Director would also be appointed to a department in the Faculty of Arts at York University and must have a distinguished record of scholarship, strong research interests in refugee studies and be a good teacher. The rank of the appointment is open and, if appropriate, could carry tenure at the outset. This appointment is subject to budgetary approval by the University. Preference will be given to applicants who would be appointed to the Philosophy or Political Science or Sociology departments, but other departments will be considered.

Applications (including CV and suggested references) should be sent by **April 3, 1995** to:

Secretary of the Search Committee (CRS),
Office of the Dean, Faculty of Arts,
S930 Ross, York University,
North York (Toronto), Ont. M3J 1P3.

For further information, contact the Secretary of the Search Committee at (416) 736-5260, or Fax (416) 736-5641.

York University is implementing a policy of employment equity, including affirmative action for women faculty. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The Faculty of Education, University of Ottawa, invites applications for a tenure track position at the *assistant professor level in Foundations of Education* for the Section Social Environment and Management.

Qualifications:

1. Doctorate in education with specialization in Foundations;
2. Active Research file;
3. Experience in elementary/secondary teaching would be considered an asset;
4. Passive knowledge of French or willingness to acquire it before tenure.

Responsibilities:

1. Teaching mainly at the undergraduate level with some graduate level teaching in the philosophy or sociology of education;
2. Research and development in the specific domain;
3. Supervision of theses at the M.A. and Ph.D. levels;
4. Supervision of preservice practicum;
5. Working with teachers and personnel in the school system;
6. Participating in university activities.

Rank and salary: Commensurate with qualifications and experience in keeping with the negotiated collective agreement.

Date of Appointment: July 1, 1995

In keeping with Canadian immigration regulations, this position is offered to citizens and permanent residents of Canada. Employment equity is University policy. The University strongly encourages applications from women. This position is subject to budgetary approval.

Applicants should forward their application, curriculum vitae and the names, addresses and phone numbers of three individuals who would serve as references, before March 31, 1995, to: **Dr. Margaret McKinnon, Vice-Dean, Research and Staff Development, Faculty of Education, University of Ottawa, 145 Jean-Jacques-Lussier, Ottawa, Ontario K1N 6N5**

La Faculté d'Éducation de l'Université d'Ottawa recherche les services de trois professeures ou professeurs qui œuvreront dans la section didactique/Disciplinary studies (enseignement en langue française).

Professeures adjointes ou professeurs adjoints
(temps complet)

- **Didactique des sciences sociales**
- **Didactique des sciences**

Professeure ou professeur
(remplacement de 2 ans)

- **Didactique du français langue maternelle**

Qualifications

1. Doctorat en éducation
2. Spécialisation en didactique des sciences sociales, des sciences ou du français langue maternelle
3. Dossier actif de recherche
4. Expérience de l'enseignement au primaire et(ou) au secondaire
5. Pour les postes conduisant à la permanence, la connaissance passive de l'anglais, ou la disponibilité pour l'atteindre avant la permanence, est exigée.

Fonctions

1. Enseignement en français aux programmes du B.Ed., M.Ed. et M.A.,Ph.D. en didactique de l'histoire ou de la géographie, ou en didactique des sciences (biologie, chimie, physique ou géologie) ou encore en didactique du français langue maternelle
2. Recherche dans le domaine spécifié
3. Supervision de thèses aux niveaux M.A. et Ph.D.
4. Supervision de la pratique de l'enseignement
5. Collaboration avec les partenaires du milieu scolaire
6. Participation aux activités universitaires

Les personnes choisies doivent être disposées à œuvrer dans le domaine de l'éducation en langue française en Ontario.

Rang et salaire : Selon les titres, les qualités et l'expérience, en conformité avec la convention collective.

Entrée en fonction : Le 1er juillet 1995

Conformément aux stipulations de la loi canadienne sur l'immigration, ces postes sont offerts aux citoyens canadiens et aux résidents permanents du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. Les postes seront comblés sous réserve des disponibilités budgétaires.

Prière de faire parvenir la demande d'emploi, votre curriculum vitæ ainsi que le nom de trois personnes à des fins de références avant le 31 mars 1995 à **Mme Margaret McKinnon, vice-doyenne à la recherche, Faculté d'Éducation, Université d'Ottawa, 145, rue Jean-Jacques-Lussier, Ottawa (Ontario) K1N 6N5.**

ANNONCES CLASSÉES

this advertisement is directed to Canadian citizens and permanent residents. UPEI offers equal employment opportunities to qualified male and female applicants.

PHYSICS

THE UNIVERSITY OF REGINA is seeking applicants for a Tenure-track Assistant Professor position in Experimental Intermediate Energy Subatomic Physics, starting as early as July 1, 1995, subject to final approval. The intermediate energy group, REGIE, currently has research programs in electronuclear physics at INS and CEBAF and in pion-nuclear physics at TRIUMF. In this light, a proven record of expertise in both electronuclear and hadronic physics would be a valued asset. The University of Regina is an associate member of the TRIUMF consortium. A strong commitment to excellence in teaching at both the undergraduate and graduate levels is required. The successful applicant will be expected to secure external research funding, which will be supplemented with Faculty of Science startup funds. Applicants with a PhD and at least two years of post-doctoral experience should send a curriculum vitae and the names of three references to: Physics Search Committee Chair, Department of Physics, University of Regina, Regina, SK S4S 0A2, Canada, before March 31, 1995. In accordance with Canadian immigration requirements, this advertisement is directed primarily to citizens and permanent residents of Canada.

QUEEN'S UNIVERSITY - Sudbury Neutrino Observatory Project. Applications are invited for a two-year appointment as a postdoctoral fellow to work with the Queen's University group participating in the Sudbury Neutrino Observatory (SNO) which is scheduled to begin operation in 1996. Queen's University groups are working on the areas of calibration, detector simulation and data analysis, PMTs and electronics, water systems and backgrounds. The postdoctoral fellow would be expected to work with one of the groups and participate in the operation and maintenance of the detector system. He/she would be based in Kingston but expected to spend a significant fraction of time on site in Sudbury, Ontario. Applicants should have, or expect to obtain in 1995, a PhD degree in experimental neutrino, nuclear or particle physics. Experience in detector simulation and data analysis will be an asset. Please send your curriculum vitae and publication list and arrange for three letters of reference to be sent directly to: Dr. A.B. McDonald, Department of Physics, Queen's University, Kingston, Ontario K7L 3N6. The deadline for applications and receipt of references is May 1, 1995. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the work place and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities and visible minorities.

QUEEN'S UNIVERSITY - Post Doctoral Fellowships in Applied Magnetics. Candidates should be expecting or have recently completed a PhD degree in Engineering Physics, Materials Science, Electrical Engineering, Physics, Metallurgy or a related field. Professor Atherton's Applied Magnetics Group specializes in R&D on magnetic flux leakage inspection techniques for pipelines, the effects of stress on the magnetic properties of pipeline steels, ferromagnetic hysteresis theory, the remote field eddy current inspection technique for heat exhangers, pressure tubes and distribution lines and the use of magnetic Barkhausen noise measurements. Professor Atherton's group includes two adjunct professors, two research associates, two professional assistants, twelve graduate students, three TAESTE student research assistants and typically seven undergraduate summer helpers. We have extensive industrial collaboration and receive excellent grant and contract support. The group uses more than 30 PCs and nearly twenty specially constructed experimental test rigs. We have extensive software including finite element packages for both field and stress calculations. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Queen's University has an employment equity programme, welcomes diversity in the work place and encourages applications from all qualified candidates, including women, aboriginal peoples, people with disabilities and visible minorities. Please submit 2 letters of reference, a current curriculum vitae, a statement of current research interests and desired starting date to: Professor D.L. Atherton, Applied Magnetics Group, Department of Physics, Queen's University at Kingston, Kingston, Ontario K7L 3N6 Canada.

PRINTMAKING/PHOTOGRAPHY

CONCORDIA UNIVERSITY - Department of Printmaking and Photography. The Photography Programme of the Department of Printmaking and Photography, Concordia University in Montreal, is seeking applications for a full Time Tenure Track Assistant Professor position to begin August 1, 1995. This position is subject to budgetary approval. The Department is searching for a candidate who will be able to teach studio courses at all undergraduate and graduate levels (in both black-and-white and colour), supervise graduate thesis work, and participate in the administration of a large programme. Practical knowledge of both traditional and contemporary approaches, as well as familiarity with current ideas in theory and criticism is required. Specific Requirements: 1. M.F.A. or equivalent; 2. 2 years minimum of teaching at the university level; 3. Active exhibition/publication record. 4. 3 letters of reference; 5. Bilingualism, computer skills and administrative experience are all desirable assets; 6. 20 slides of resent work, a C.V., teaching dossier and other relevant support material to accompany a letter of application. Information: 1. Salary and rank commensurate with experience; 2. Deadline for applications: May 1, 1995; 3. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority. Please address applications to: Associate Professor Mark Ruwedel, Chair, Department of Printmaking and Photography, VA 248, Faculty of Fine Arts, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec H3G 1M8.

POLITICS

BROCK UNIVERSITY - The Department of Politics invites applications for three nine-month limited term contract appointments at the rank of Assistant Professor, effective August 15, 1995 and subject to budgetary approval. A completed PhD with specialization in one of comparative politics, international relations, or Canadian politics is expected, together with evidence of demonstrated teaching ability and scholarly potential. Applicants should submit by April 1, 1995 a curriculum vitae, teaching evaluations and other evidence of teaching ability, the names and addresses of three referees, and selected reprints and preprints of publications to: Professor Charles Burton, Chair, Recruitment Committee, Department of Politics, Brock University, St. Catharines, Ontario L2S 3A1. In accordance with Canadian Immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. Brock University is committed to a positive action policy aimed at reducing gender imbalance among its faculty; qualified women candidates are especially encouraged to apply

PSYCHIATRY

UNIVERSITY OF BRITISH COLUMBIA - The Department of Psychiatry. University of British Columbia is seeking to recruit an Academic Neuropsychiatrist for a grant tenure track position at Riverview Hospital. Riverview Hospital is an 871 bed psychiatric referral hospital which provides inpatient assessment, treatment and care to the most persistently and seriously mentally ill in British Columbia. As part of its inpatient programming to patients under 65 years of age, the Hospital dedicates 85 long stay beds to the specialized psychiatric assessment, treatment and psycho-social rehabilitation of persons with neuropsychiatric disorders such as traumatic brain injury, Huntington's, Alcohol amnesic disorder, epilepsy and other neuro-degenerative disorders and whose aggressive or disruptive behaviour does not allow them to function in a community setting. The principal goal of the Neuropsychiatry Program is to improve a patient's ability to cope with their disorder by developing as much independence as possible in the activities of daily living. Riverview, in its recently developed Academic Plan, has committed to supporting academic pursuits in the field of Neuropsychiatry, consistent with its key provincial role in this regard. The successful applicant will have clinical experience in Neuropsychiatry and active research interest in the field. Responsibilities will include teaching in and supporting the Neuropsychiatry Fellowship Program at the University of British Columbia. Applicants will be required to meet medical licensing requirements in British Columbia for a full license in Psychiatry. Salary and rank for this full-time faculty position will be commensurate with qualifications and experience. The UBC Department of Psychiatry has excellent research facilities and considerable strengths in basic and clinical neuroscience. The successful candidate will have many opportunities for interdisciplinary and collaborative research. The position is available from July 1, 1995. Applications including a curriculum vitae, and the names of three references should be sent by April 30, 1995 to: Dr. John Livesley, Head, Department of Psychiatry, University of British Columbia, 2255 Wesbrook Mall, Vancouver, B.C. V6T 1A1. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. UBC encourages all qualified applicants, especially women, aboriginal people, visible minorities and persons with disabilities.

PSYCHOLOGY

UNIVERSITY OF SASKATCHEWAN - Psycholinguistics. Applications are invited for a tenure-track Assistant Professor appointment effective July 1, 1995. The ideal applicant will have a cognitive or neuroscience background and specialize in language processes research. We are looking for a candidate with broad, interdisciplinary interests, especially in, but not restricted to, the areas of language development, cognitive neuropsychology of language, language comprehension or production, syntactic theory, word recognition, linguistic semantics, computational modelling, or individual/cultural differences in language processes. The successful applicant will complement a very active core cognitive science group, and accordingly, will be expected to teach both graduate and undergraduate courses related to language processes and to maintain an active experimental research program. In accordance with immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Other qualified applicants are also invited to apply. The University of Saskatchewan is committed to the principles of employment equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Applicants should submit a curriculum vitae and arrange to have three letters of reference sent to: Dr. Jamie Campbell, Department of Psychology, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, Canada S7N 5A5. The deadline for applications is March 31, 1995 but applications submitted later may be considered.

UNIVERSITÉ LAVAL - École de psychologie, professeur, professeure. Poste: Professeure en psychologie cognitive expérimentale (Deuxième annonce, nouvelle date limite de mise en candidature). Description du poste: Enseignement de la psychologie expérimentale et cognitive aux niveaux pré gradué et gradué; Réalisation autonome de recherche en psythologie cognitive expérimentale et encadrement d'étudiant-e-s aux trois cycles d'études y compris la direction de thèses de doctorat, de mémoires et d'essais de maîtrise; Participation aux instances pédagogiques et administratives de l'École de psychologie. Critères de sélection: Doctorat en psychologie (PhD) ou diplôme équivalent; Expérience de recherche et d'enseignement de fa psychologie fondamentale; La préférence sera accordée à un-e candidat-e dont les mterêts portent sur fes processus fondamentaux de fa mémoire, de la perception et de l'attention. Entrée en fonction: Au plus tard le 1er septembre 1995. L'Université Laval applique un programme d'accès à l'égalité. En accord avec les exigences du minstère de l'Immigration du Canada, cette offre est destinée en priorité aux citoyennes et citoyens canadiens et aux immigrantes et immigrants reçus. Candidature: Au plus tard le 1er mai 1995. Les personnes intéressées à poser leur candidature doivent faire parvenir leur curriculum vitae, une lettre fournissant des détails sur leur expérence d'interventron pratique, leurs recheches en cours, leurs mterêts de recherche future ainsr que deux lettres de référence à André Renaud, directeur, École de psychologie, Faculté des sciences sociales, Université Laval, Sainte-Foy, Qc G1K 7P4, EMail: andre.renaud@psy.ulaval.ca.

UNIVERSITE LAVAL - School of Psychology. Job offer: Professor in experimental cognitive psychology (Second Announcement, new closing date). Description: Teaching of cognition and experimental psychology at the undergraduate and graduate levels; Conduct of autonomous researches in the field of experimental cognitive psychology and supervision of students work at the undergraduate and graduate levels including direction of master and PhD thesis; Functions within the administrative and pedagogical instances of the department. Selection Criteria: Doctorate in psychology (PhD) or equivalent diploma, Research and teaching experience in fundamental psythology; The department will preferably hire someone who's research interests include the study of fundamental processes of memory, perception or attention. Job beginning: No later than September 1st 1995. L'Université Laval is an equal opportunity employer. According to the Canadian immigration office regulation, preference will be given to Canadian citizens and landed immigrants. Application: Before May 1st 1995. Applicants should send their curriculum vitae, a statement of current and future research interest and two recommendation letters to: André Renaud, Chairperson, École de Psychologie, Université Laval, Sainte-Foy, Québec G1K 7P4; E-mail: andre.renaud@psy.ulaval.ca.

THE UNIVERSITY OF CALGARY Department of Psychology invites applications for a Limited Term appointment in Cognitive Psychology effective July 1 or September 1, 1995 through June 30, 1997. Responsibilities: Teach undergraduate and graduate courses in cognition and related areas; participate in departmental committee and service activities, and maintain a productive research program in cognitive psychology. Qualifications: PhD in Psychology or equivalent and evidence of teaching abilities at the undergraduate and graduate level; a demonstrated ability to conduct a research program in cognitive psychology. Experience teaching courses in research design and quantitative methods is an asset. Salary range begins at $41,657. A tenure track position may be available in 1997, dependent on funding. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University of Calgary is committed to Employment Equity. Applications, including a statement of interest, curriculum vitae, resent representative works and three letters of reference should be sent by March 31, 1995 to: Dr. Elzbieta Slawinski, Chair, Cognition/Perception Search Committee, Department of Psychology, The University of Calgary, Calgary, Alberta T2N 1N4; (403)220-5205; fax (403)282-8249; e-mail eslawins@acs.ucalgary.ca

SAINT MARY'S UNIVERSITY Psychology Department invites applications for a three-year term appointment at the Assistant Professor level starting September 1, 1995. A PhD in psychology is required. We seek an individual with teaching and research skills in one or more areas of applied psychology, for example, applied social, clinical, community, health and industrial/organizational. An ability and willingness to teach courses in psychological statistics and research methods is desirable. The successful applicant will be expected to develop an active program of scholarly investigation and to contribute in teaching and research to the graduate program. The Department has a major and an honors curriculum and offers an M.Sc. degree in applied psychology with emphasis in clinical and in industrial/organizational psychology. We are also a member of the Cooperative PhD Program in Clinical Psychology at Dalhousie University. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Saint Mary's University encourages qualified applications from women, aboriginal peoples, visible minorities, and people with disabilities. Applicants should furnish a curriculum vitae, copies of reprints or preprints, a letter describing teaching and research interests, and three letters of reference (sent directly by referees) to: Dr. Vic Catano, Department of Psychology, Saint Mary's University, Halifax, NS B3H 3C3, Canada. Applications will be processed as files are completed and until the position is filled.

TRENT UNIVERSITY: Subject to budgetary approval, the Department of Psychology of Trent University invites applications for a nine-month limited term position at the Lecturer or Assistant Professor level. Candidates should have completed (or be near completion of) the PhD by the start of the appointment, which commences August 15, 1995. Preference will be given to candidates with research and undergraduate teaching interests and/or experience in the areas of child psychology, exceptional development, health psychology, aging, human information processing, and physiological psythology; responsibilities will include teaching the equivalent of two full courses in some combination of the above areas. Salary will be based on qualifications and experience; the base of the salary range at the Assistant Professor level is $41,816 per annum. Candidates should submit a curriculum vitae, selected reprints and any other supporting materials, plus three (3) letters of reference, to: Dr. Peter Watson, Chair, Department of Psychology, Trent University, Peterborough, Ontario K9J 7B8. The deadline for applications is April 15, 1995, although later applications may be considered. In accordance with Canadian immigration requirements, the advertisement is directed to Canadian citizens and permanent residents of Canada Trent University is an Employment Equity Employer, and especially invites candidacies from women, aboriginal peoples, visible minorities, and disabled persons.

BRANDON UNIVERSITY - The Department of Psychology seeks a one-year, sabbatical replacement position at the rank of Assistant Professor to teach courses in Social, Abnormal, Assessment and Introduction to Psychology. The normal teaching load is three courses per semester. The position begins August 1, 1995. Candidates with a completed PhD or who will have completed their PhD before the start date are asked to send before March 30, 1995, a complete curriculum vitae, three letters of reference, a copy of their graduate school transcripts to: Dr. B. Corenblum, Chair, Department of Psychology, Brandon University, Brandon, Manitoba R7A 6A9, Canada. In accordance with Canadian immigration policies, this advertisement is directed toward Canadian citizens and permanent residents. Both women and men are encouraged to apply

CONCORDIA UNIVERSITY - The Centre for Research in Human Development at Concordia University, Montreal, invites applications for a post-doctoral research fellowship beginning September 1, 1995. Research programs at the Centre focus on a range of topics in social and cognitive development from infancy to adolescence, high risk populations, and adult development and aging. Post-doctoral fellows work with Centre faculty on a variety of projects according to their research interests and participate in research seminars and all Centre activities. The Centre provides a stimulating research environment with excellent laboratory facilities and equipment. Applications should have recently completed their doctoral degree, have research experience, plus an interest in joining one of our ongoing research programs in human development. Particular areas of interest include: (1) changes over adulthood in learning, memory, and language and (2) impact of life experiences on functioning and maintenance of independence in old age. Applicants from other areas of child and lifespan development will also be considered. Annual stipend will be $28,000 (CAN) plus a research expense allowance. Applicants for provincial or federal fellowships are also invited to contact CRDH about doing their training at the Centre. Please send vita and three letters of reference to: Dr. Dolores Pushkar Gold, Centre for Research in Human Development, Concordia University, 7141 Sherbrooke Street West, Montreal, Quebec, Canada H4B 1R6. Applications will be accepted until April 1, 1995

UNIVERSITY OF NEW BRUNSWICK - The Department of Psychology at the University of New Brunswick, Fredericton, Canada expects to obtain a 12 month replacement position at the lecturer or Assistant Professor level, subject to budgetary approval by the University. Applications are invited for this position in: Physiological Psychology/Behavioural Neuroscience. The successful candidate will be expected to teach Introductory Psychology, an undergraduate course and laboratory in Physiological Psychology, and will be expected to participate in the Biopsychology programme. The candidate may be asked to teach other courses as appropriate. Interests in psychopharmatology, quantitative psychology or cognitive science would be welcome. The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian

THE HONG KONG POLYTECHNIC UNIVERSITY
香港理工大學
(formerly Hong Kong Polytechnic
前香港理工學院)

CHAIR PROFESSOR OF MANAGEMENT

(tenable immediately)

The Hong Kong Polytechnic University (formerly known as Hong Kong Polytechnic) is a large and dynamic institution of higher education offering over 200 courses in a wide variety of subjects at levels ranging from Higher Diplomas and Degrees through to Master's and Doctoral Degrees. The number of enrolled students is approximately 26,000 with a full-time equivalent student population of around 13,500. The academic structure consists of six Faculties comprising 26 Departments and Units devoted to teaching and research, and a number of interdisciplinary and specialist Centres.

A constituent department within the Faculty of Business and Information Systems, the Department of Management is organized into four subject areas, namely, Operations Management/Operations Research, Organizational Behaviour/Human Resources Management, Public Sector Management/Health Services Management, and Strategic Management. The Department currently has approximately 650 students and offers a part-time Master of Business Administration course, a modular Master of Science/Postgraduate Diploma course in Management and two courses at Post-experience Diploma level. A full-time Bachelor of Arts (Honours) degree course in Operations Management has been validated for launching in 1995/96. It also offers programmes of research leading to the Master of Philosophy and Doctor of Philosophy degrees.

The Department has a total staff establishment of 45, of which 36 are academic staff, providing teaching in courses offered by the Department and in all management related subjects for other courses in the University. The appointee is expected to provide leadership to this team of staff in all aspects of academic activities including teaching, research and consultancy, and may be offered a concurrent appointment as Head of Department of Management.

Applicants should have academic qualifications at doctoral level in a management-related field, preferably in one of the four subject areas of the Department, an international reputation in scholarship and research, a strong record in attracting research funding, a demonstrated commitment to excellence in teaching and personal qualities necessary to lead and manage a large department with all its diverse functions.

Salary and Conditions of Service

Salary is within a range and not less than HK$915,840 per annum. (CAD$1 = HK$5.5 as at 25 January 1995)

Initial appointments at this level are normally made on a fixed-term gratuity-bearing contract of four years at the end of which, re-engagement is subject to mutual agreement. Other benefits include leave, subsidized housing, medical and dental schemes, passage and children's education allowances.

Application

Application including curriculum vitae and names of three referees should be sent to **the Personnel Office, The Hong Kong Polytechnic University, Hung Hom, Kowloon, Hong Kong** before **March 31, 1995** (Fax (852)2764 3374, E-mail GSSTAFF@HKPCC.HKP.HK). Candidature may be obtained by nominations. The University reserves the right not to fill this post or to make an appointment by invitation.

University of Alberta
Edmonton

Director University Press

One of Canada's largest research-intensive universities with an enrollment of more than 30,000 students seeks outstanding candidates for the position of Director of the University of Alberta Press. This is a senior Administrative Professional Officer position under the Academic Agreement.

Founded in 1969, the University of Alberta Press has 136 titles in print and annual book sales of $200,000. Winner of the 1994 Alberta Publisher of the Year Award, the Press publishes scholarly works in virtually every discipline, while also emphasizing Western Canadian subjects. In addition, the Press has a tradition of producing academically sound books on topics of general interest.

The Director of the Press reports through the Director of University Information Enterprises, and operates within the portfolio of the Vice-President (Research). The University of Alberta Press is also guided by the University Press Committee, which is the editorial and policy-making board for the Press.

The Director of the Press must be fully cognizant of relevant new technologies and their effect on scholarly publishing. The Director must provide creative solutions to these challenges, and be prepared to assess, redefine and reposition the Press in the current stream of scholarly communication. The Director will work as part of a larger University team to ensure that the Press can carry forward the University of Alberta's research mission in an effective and well supported manner on behalf of the University community, understanding that a University Press can be a powerful agent for advanced learning.

The ideal candidate is an effective communicator and an astute business manager with extensive experience in publishing, either trade or scholarly, and is conversant with all its aspects, including marketing and distribution of the products. Sensitive to the needs of scholarship as well as to the demands of the trade, and having a proven ability to attract and work with a variety of authors, the successful candidate should be an organized project manager with knowledge of sound financial planning and experience in building effective teams around specific projects.

Salary Range: $40,211 - $60,323

Interested candidates should submit a curriculum vitae and the names of three references by March 31, 1995 to:

Ernie Ingles, (Co-Chair, Selection Committee)
Director of Libraries
5-02 Cameron Library
University of Alberta
Edmonton, Alberta T6G 2J9

The University of Alberta is committed to the principle of equity in employment. As an employer we welcome diversity in the workplace and encourage applications from all qualified women and men, including Aboriginal peoples, persons with disabilities, and members of visible minorities.

CLASSIFIEDS

immigration requirements, the advertisement is directed toward Canadian citizens and permanent residents. Interested applicants should send a curriculum vitae, recent publications, a statement of research and teaching interests, and three letters of reference to: Barry Spinner, Chairperson, Psychology Department, University of New Brunswick, Fredericton, N.B. E3B 6E4; Fax: (506)453-4505; e-mail <Spinner@UNB.CA>. Applicants should respond as soon as possible. Candidate selection will begin March 31, 1995; applications will be accepted until the position is filled.

CONCORDIA UNIVERSITY - The Department of Psychology at Concordia University invites applications for two limited term appointments (pending budgetary approval) at the Assistant Professor level beginning August 1, 1995. One position is open to individuals specializing in personality, social psychology or developmental psychopathology. The other position is open to individuals specializing in behavioural neurobiology, animal and/or human neuropsychology. Responsibilities include teaching three course sections of the undergraduate curriculum per semester. Applications will be accepted until the position is filled. Along with a letter of application, applicants are to send a curriculum vitae, a statement of teaching interests and qualifications, and two letters of reference to: Dr. Alex Schwartzman, Chair, Department of Psychology, Concordia University, 7141 Sherbrooke Street West, Room PY 123-14, Montreal, Quebec, Canada H4B 1R6. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons. All things being equal, women candidates shall be given priority.

BISHOP'S UNIVERSITY - The Department of Psychology at Bishop's University invites applications for a limited-term sabbatical replacement appointment, starting September 1, 1995. A PhD and university teaching experience are preferred. The candidate is expected to teach three undergraduate courses per term. The courses required are Psychological Statistics (elementary and advanced), Multivariate Statistics, Learning and Memory, and two additional courses. Applications including curriculum vitae, teaching evaluations, and three confidential letters of reference should be sent to Dr. C. Rose, Dean of Social Sciences, Bishop's University, Lennoxville, Quebec J1M 1Z7. FAX: 819-822-9661. E-mail: crose@hera.ubishops.ca. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The appointment is subject to final budgetary approval.

THE UNIVERSITY OF WESTERN ONTARIO - Faculty Position in Cognitive Psychology. The University of Western Ontario, Department of Psychology, invites applications for a (tenured or tenure-track) position at the senior Associate or, possibly, Full Professor level. Individuals with research interests in any area of Cognitive Psychology are invited to apply as our intention is to hire the strongest candidate regardless of specialty area. The successful candidate will have a demonstrated ability in research and teaching. Applicants should submit a copy of their vita, copies of representative publications and arrange to have three letters of recommendation sent to Dr. Clive Seligman, Chair, Department of Psychology, The University of Western Ontario, London, Ontario N6A 5C2 Canada. This position is subject to budgetary approval. The scheduled starting date is July 1, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and Permanent Residents of Canada. The University of Western Ontario is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons, and persons with disabilities.

NIPISSING UNIVERSITY - Psychology. Nipissing University invites applications for a possible two-year limited term position in Psychology, at the assistant professor level, pending Board and Senate approval. Appointment begins July 1, 1995. PhD required. Teaching experience and publications in any suitable Psychology areas include developmental psychology, motivation and emotion, and the history of psychology. Closing date, March 31, 1995. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Nipissing is an equal opportunity employer. Letters of application with curriculum vitae, university transcripts and three letters of reference should be sent to Dr. Ted Chase, Dean of Arts and Science, Telephone (705)474-3450, extension 4290.

UNIVERSITY OF WINDSOR - The Department of Psychology at the University of Windsor invites applications for a two-year, limited-term position (Assistant Professor), beginning July 1, 1995. Applicants should hold the PhD degree in Psychology and be eligible for registration in the Province of Ontario. This position primarily involves teaching undergraduate and graduate courses in Clinical Psychology. Applications should be received by April 15, 1995. Applications, however, will be considered until the position is filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor is committed to employment equity and welcomes applications from Aboriginal Peoples, persons with disabilities and members of visible minorities. Applications from women are particularly encouraged. Applications, accompanied by a curriculum vitae and the names and addresses of three referees, should be sent to: Dr. R. Robert Orr, Head, Department of Psychology, University of Windsor, Windsor, Ontario N9B 3P4; FAX: (519)973-7021.

RELIGION

BISHOP'S UNIVERSITY - The Department of Religion, Bishop's University, invites applications for a one-year limited-term appointment at the Lecturer level, starting July 1, 1995. The successful applicant will be expected to teach three courses each term, including Introduction to Religion, Introductory-level courses in Hinduism and Buddhism, and courses in Early (Hebrew) Biblical Literature. Salary and benefits are in accordance with Bishop's Collective Agreement. Address applications, including curriculum vitae and three letters of reference, to Dr. Garry Retzlaff, Dean of Humanities, Bishop's University, Lennoxville, QC J1M 1Z7. Closing date is March 31, 1995. Bishop's University is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SCIENCE

ATHABASCA UNIVERSITY - Faculty of Science. Two Year Term Positions. The Faculty of Science, Athabasca University invites applications for three term appointments at the Assistant Professor level in the following areas: Environmental Earth Scientist/Earth Systems Scientist; Ecologist/Natural Systems Biologist; Human Biologist. The successful candidates will be responsible for course development and teaching in geography, geology, natural systems biology, or human biology, pertinent to their expertise, and to contribute to the growth of Bachelor of Science degree concentrations involving natural systems, the environment, global change, and human biology. The ideal candidates should have a PhD in geology/geography/biology, or be near completion thereof, and should have a broad knowledge in their disciplines. An interest in the evolving state of earth's natural systems is essential for the Earth/Natural Systems positions. Excellent written communication skills are required for traditional print-based course development but experience with multimedia would be a significant asset. Athabasca University is an open university specializing in distance education. Athabasca University maintains an environment which develops and supports equitable working conditions for members of groups traditionally under-represented in universities. In accordance with Canadian Immigration department regulations, this advertisement is directed to Canadian citizens and permanent residents. These are two year term positions, renewable for a third year by mutual consent. The positions would be ideal for self-motivated professionals who are at ease with computer-based electronic communications and who work well outside of the traditional office environment. Applicants should forward a letter of application, a curriculum vitae, graduate transcripts, and the names and addresses of three referees to: Clint Mellors, Human Resources, Athabasca University, Box 10,000, Athabasca, Alberta T0G 2R0. The closing date for applications is March 31, 1995. Further information may be obtained from Dr. Garth Edwards, Acting Dean of Science (403)675-6227 or fax (403)675-6431.

SOCIOLOGY

LAKEHEAD UNIVERSITY - The Department of Sociology at Lakehead University invites applications for a term appointment at the rank of assistant professor from September 1, 1995 to May 31, 1996. Candidates should have some teaching experience and specialization in two of the areas of social psychology, gender studies or race and ethnic relations. A completed PhD is preferred. This appointment is subject to final budgetary approval. Interested applicants are asked to submit a curriculum vitae as well as evidence of aptitude for undergraduate teaching, and the names and addresses of three referees to: Dr. J. Gellert, Dean of Arts and Science, Lakehead University, 955 Oliver Road, Thunder Bay, Ontario P7B 5E1. Applications will be accepted until March 30, 1995. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is committed to employment equity and encourages applications from women, members of visible minorities, aboriginal peoples, and persons with disabilities.

SOCIOLOGY & ANTHROPOLOGY

BISHOP'S UNIVERSITY, Department of Sociology and Anthropology, invites applications for a contractually limited teaching appointment. The position is subject to budgetary approval. Academic credentials include: PhD or near completion and a strong commitment to teaching. Duties include teaching six one-term courses, primarily in the area of Research Methodology. Other areas of interest may include Formal Organization, Communication Studies or the Sociology of Knowledge. Interested applicants should send a curriculum vitae as well as arrange to have three referees send their letters of recommendation by March 30th, 1995. These documents are to be sent to Dr. C.G. Rose, Dean of Social Sciences, Bishop's University, Lennoxville, Quebec, Canada J1M 1Z7. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents.

ST. FRANCIS XAVIER UNIVERSITY - The Department of Sociology and Anthropology invites applications for two limited term contracts in Sociology at the level of Lecturer or Assistant Professor (A.B.D. or PhD required), and two tenure track positions in Sociology at the level of Assistant Professor (PhD required), to begin September 1, 1995. These positions are subject to budgetary confirmation. Areas of specialization are open. Please send letter of application and curriculum vitae to: Dr. Agnes Calliste, Chair, Department of Sociology and Anthropology, St. Francis Xavier University, P.O. Box 5000, Antigonish, Nova Scotia B2G 2W5. Closing date for receipt of applications is March 31, 1995. Please arrange for three letters of reference to be sent to the same address. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THEATRE

CONCORDIA UNIVERSITY - The Theatre Department, Faculty of Fine Arts at Concordia University is seeking a tenure track appointment to teach primarily in the area of Design for the Theatre, at the level of Assistant Professor. The department consists of approximately 12 full time faculty, 15 part time faculty, 5 full time professional staff and 160 students. There are currently four B.F.A. programmes: Design for the Theatre, Drama in Education, Major in Theatre and Theatre Performance. The department operates three theatres in Montreal. Teaching duties may include design and realization (technical) courses as well as production supervision. Depending on qualifications, other types of courses such as theatre administration, introduction to the theatre or acting may be assigned. In addition to teaching, responsibilities include research (may be creative work) and service (administrative and committee work). Faculty are encouraged to maintain an active creative and professional life outside the university. Qualifications: Masters or PhD degree. Training and experience in design for the theatre; Demonstrated teaching ability in more than one area of design for the theatre and in other areas of theatre; Excellent administrative and interpersonal skills, collegiality. Application letter, curriculum vitae and references should be addresses to: Search Committee, Theatre Department, Concordia University, 7141 Sherbrooke St. West, Montreal, Quebec, Canada H4B 1R6. The deadline for receipt of application is May 1st. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled

CAUT ACPPU
BULLETIN

ADVERTISING RATES

CLASSIFIED SECTION

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Classified ads	$3.50

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[1] Agency commission 15% (camera-ready artwork required)

[2] These prices indicate a colour advertising surcharge based on number of colours used per page or fraction of page. Separations to be supplied by advertiser.

ADVERTISING DEADLINES

The *Bulletin* is published 10 times during the academic year: 1st week of each month September through June.

MAY	JUNE
CLASSIFIED Apr 6/95 • 12 PM	CLASSIFIED May 8/95 • 12 PM
DISPLAY Apr 13/95 • 12 PM	DISPLAY May 15/95 • 12 PM

DATES LIMITES

Le *Bulletin* est publié dix fois pendant l'année universitaire, soit la première semaine de chaque mois, de septembre à juin.

MAI	JUIN
PETITES ANNONCES 6 avr 1995 • MIDI	PETITES ANNONCES 8 mai 1995 • MIDI
GRANDES ANNONCES 13 avr 1995 • MIDI	GRANDES ANNONCES 15 mai 1995 • MIDI

TARIFS DE PUBLICITÉ

SECTION DES ANNONCES CLASSÉES

Grandes annonces[1]	$3.85
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[1] Commission de 15 % des agences (illustrations prêtes à photographier)

[2] Ces tarifs comportent un supplément pour la publicité en couleur selon le nombre de couleurs utilisées par page ou par partie de page. L'annonceur doit fournir la sélection des couleurs.

PUBLISHER'S STATEMENT DÉCLARATION DE L'ÉDITEUR

Advertisements which state a deadline date for submission of applications that is before the 30th of the month of publication cannot be accepted.

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, handicap, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using gender specific language will not be accepted except when the language has been mandated by Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th. St. N.W., Washington, DC 20005; tel. 202-737-5900

Ne peuvent être acceptées les annonces qui mentionnent une date limite pour la réception des demandes avant le 30 du mois de publication.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'handicap, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage sexiste ne sont pas acceptées à moins que la loi sur les droits de la personne ne le permettre. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. A cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. A l'exception des États-Unis, ou l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th. St. N.W., Washington, DC 20005, tél: (202)737-5900.

CULTURAL STUDIES PROGRAM

TRENT UNIVERSITY: The Cultural Studies Program is an innovative Honours undergraduate interdisciplinary program which draws together the study and practice of cultural and social theory, communications, film, visual art, theatre, music, and comparative literature. It has become one of the largest academic units at Trent University. Faculty members have the opportunity to participate in the interdisciplinary graduate program in Methodologies for the Study of Western History and Culture.

The Program invites applications for a tenure-track appointment at the Assistant Professor level for 1 July 1995. The Program is looking for a cultural theorist with teaching and research interests in one or more of the following areas: Film Studies and/or Media and/or Music. An involvement in some form of related cultural practice is an asset, as is an energetic commitment to the collegial process of program development.

Applicants should have a completed PhD or equivalent, and demonstrated excellence in teaching and scholarship. Salary will be determined according to qualifications; the minimum salary for an Assistant Professor at present is $41,816 per annum.

Trent University is an Employment Equity Employer, and invites applications from women, aboriginal peoples, visible minorities, and disabled persons. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the responsibility of applicants to ensure that their files, including reference letters, are complete.

All applications, accompanied by transcripts, representative publications, and a full curriculum vitae showing qualifications and previous experience and providing the names of at least three referees who have been asked to write on the candidate's behalf, should be sent to:

Professor Veronica Hollinger, Chair
Cultural Studies Program
Trent University
Peterborough, Ontario K9J 7B8

UNIVERSITY OF SASKATCHEWAN COLLEGE OF LAW

The College of Law, University of Saskatchewan invites applications for a full-time tenure track position commencing July 1, 1995, subject to final budgetary approval. This appointment will be made at the Assistant Professor level. Preferred subject areas include agricultural and natural resources law; commercial law (including international trade law); tax, and family law. Research and teaching at the LL.B. and possibly the LL.M. level will be required. Candidates must have completed the Master of Laws degree and have demonstrated proficiency and promise in legal research. Applications, accompanied by a curriculum vitae and the names of three referees, should be addressed to the Dean, College of Law, University of Saskatchewan, 15 Campus Drive, Saskatoon, Saskatchewan S7N 5A6.

The closing date for applications is Friday, April 14, 1995.

The University of Saskatchewan is committed to the principle of employment equity and invites applications from all qualified candidates including Aboriginal people, persons with disabilities, visible minorities and women.

ANNONCES CLASSÉES

persons. All things being equal, women candidates shall be given priority.

THEOLOGY

SAINT FRANCIS XAVIER UNIVERSITY - The Department of Theology invites applications for a full-time, tenure-track position at the rank of Assistant Professor to commence September 1, 1995. This position is subject to budgetary confirmation. The successful applicant will be required to teach courses at the introductory and upper levels in the Christian religious tradition with particular emphasis on the history of the Christian Church. The applicant will also be required to teach a course on religion and healing. Candidates must have a PhD degree in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. St. Francis Xavier University encourages applications from women, aboriginal people, visible minorities, and people with disabilities. The following should be directed to The Chair, Department of Theology, P.O. Box 5000, St. Francis Xavier University, Antigonish, Nova Scotia B2G 2W5: 1)application; 2) curriculum vitae; 3)statement of proposed teaching and research; and 4) three letters of recommendation.

Closing date for receipt of applications is March 31, 1995.

VETERINARY MEDICINE

UNIVERSITY OF GUELPH - Ontario Veterinary College. The Department of Clinical Studies, is soliciting applications for a permanent faculty position at the rank of Assistant Professor in Radiology. Applicants must have a D.V.M or equivalent degree and must be licensed or eligible for licensure to practice in the province of Ontario. Applicants must be board certified by the American College of Veterinary Radiology. Preference will be given to candidates with an advanced degree and demonstrated research capability. The salary will be negotiable and commensurate with qualifications. The prime responsibilities of the position are teaching and service in the Veterinary Teaching Hospital involved with large and small animal radiology at the undergraduate and graduate levels. It is anticipated that the successful candidate will provide direction and focus to the teaching of veterinary radiology within the context of up-coming curricular change. Finally, there will be the opportunity to develop and/or maintain an independent research program. Including this position, there are three full-time faculty positions in the radiology section responsible for traditional radiography, ultrasonography, cobalt radiation therapy, MRI and large animal nuclear medicine. The University of Guelph has a full-time graduate and undergraduate student enrolment of 15,000. The City of Guelph has a population of 90,000 people and is situated 80 kilometres west of Toronto. As a companion animal referral centre, the College is exceptionally well situated with over 4 million people living within a 90 minute drive of the University. As a food animal (32% of caseload) and equine (68%) referral centre, the College is exceptionally well located with a large number of dairy and beef operations nearby. In addition, there is a large population of standardbred and thoroughbred horses as well as pleasure horses in Southwestern Ontario. Currently, there is considerable collaborative research with three medical schools located 30 minutes to 1 1/2 hours from the College. The deadline for applicators will be May 1, 1995 or until the position is filled. Applicants should provide a current curriculum vitae and the names of at least three referees to: Chairperson, Department of Clinical Studies, University of Guelph, Guelph, Ontario N1G 2W1; Phone (519)823-8800, extension 4000; FAX (519)767-0311. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Subject to final budgetary approval.

ACCOMMODATIONS

BURNABY, B.C. 4 bedroom executive home, fully furnished, close to schools (all levels) on bus route to Simon Fraser University. 1600.00 per month (604)298-1840.

GALIANO ISLAND, B.C. 3 bedroom waterfront home, private tennis court, by the week in July and August, by the month September - June (604)298-1840.

OTTAWA, Centrally located furnished home. 4BR, 2 bath, fireplace. 10 min. to Ostawa U. or Carleton. 1 Block to canal, close to schools, shopping. Perfect for visting family. Available July or August 95 for 6 months. $1500/mth. Phone (613)564-2288.

SABBATICAL RENTAL: 07/95 - 06/96. Montreal, West Island. 4 bedrooms, 1.5 baths, furnished, all appliances. Large treed lot in quiet area. Close to bus, train, schools, shops, parks, pool, lake, xc skiing. 30 min to McGill, downtown Montreal. $1100/mo plus utilities. Non-smokers. (514)457-3299.

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FOR RENT - Montreal Home. In Westmount. Bright, comfortable, four bedrooms; maid's room; 2 1/2 baths; large study with bay window. Private drive, garage. Finished rec room. Three fireplaces; five appliances. Close to schools, parks. Unfurnished Available May 1. $1950. Call John at (514)485-6489 or e-mail - cally@falaw.lan.mcgill.ca.

SABBATICAL RENT Lyon France, a great university center near Alpes and Mediterranean Sea, fully furnished house, three bedrooms, enclosed garden, residential district. $1000 per month, electricity, heating and phone not included. Vacant August 1st 1995. Contact Mrs. Castelli 1436 Rang St-Ange, Sainte-Foy (Que.), G2E 3L9 or phone 418-877-8574

SABBATICAL RENTAL, September 95 to June 96. Situated in the heart of pleasant Plateau Mont-Royal quarter next to downtown Montreal, services, subway, McGill University and Université du Québec à Montréal. Ground level condominium. Fully furnished, 2 bedrooms, double living-room, kitchen. Small fenced garden. $900/month plus utilities. Call evenings or weekends at 514-527-6076.

TORONTO, west-central. Gorgeous apt, fully furnished, 1 bdrm + study, skylights, fireplace, deck, laundry, parking. N/S. N/P. Sut 1 person/couple. Sublet from owner, 6-12-18 months. Avail Apr. 1. $800 + utilities. (416)656-5330 evenings.

SABBATICAL RENTAL: Ottawa July '95 - Sept. '96 (negotiable). Furnished luxury condo, two bedrooms, two baths, heated garage. Excellent location close to downtown and recreational paths. Non-smokers, no dogs. $1100/month includes hydro and cable. Call 613-749-5364

SABBATICAL. Edmonton 2+1 bdrm bung, 4 appl. 15 min. to U of A. Borders park, fenced yd., good services, pet ok. July 1/95 - June 30/96. $695/mo. (403)492-7302 wkdays.

SABBATICAL RENTAL: Kingston, Ontario, July 1995 to June 30, 1996 Comfortable, fully-furnished three bedroom house approx. 3 km. from university. Quiet neighbourhood, close to elementary and secondary schools and shopping. Large yard, gardens. $1100 per month plus utilities. Phone (613)542-8268.

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Block Transfers — A Clear Threat to PSE

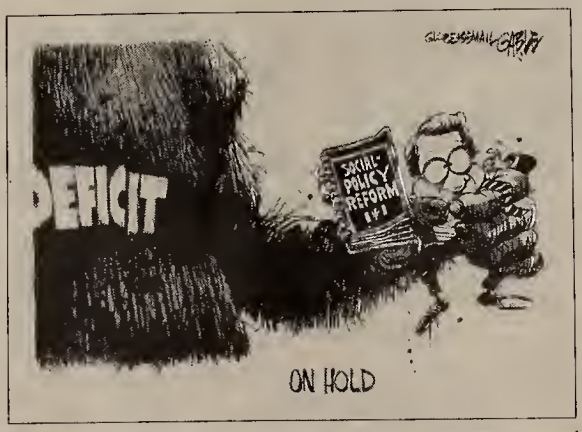
JOYCE LORIMER

As Andrew Coyne remarked just before budget day, in the *Globe and Mail*, "The current vogue for devolving powers from the federal government to the provinces is one of those collective passions, like the tax exemption for capital gains, to which conservatives periodically succumb, oblivious to the internal contradictions."

The dominant "conservative" clique in the federal Liberal party seems to have been swept away by this same strange fervour. Paul Martin's decision to introduce reduced, undifferentiated and unconditional block transfers to the provinces for social programs, the so-called Canada Social Transfer announced in the budget, runs counter to everything the majority of the Liberal party still claims to stand for, and will attenuate rather than flex the bonds of federalism.

What kind of federalism can we look forward to when the federal government appears to be washing its hands of any responsibility for maintaining or even requiring national standards in crucial areas of social policy? Martin's budget signals that the federal government has retreated from any commitment to maintaining consistent standards in a Canadian post-secondary education system.

Canada's universities and colleges can take no reassurance from the federal government's claims that the new system will allow the provinces "to design more innovative social programs." The reality is that it has both robbed the provinces of the wherewithal to act innovatively, and signalled to them that it does not much care what they do about post-secondary education. Martin promised to set basic conditions for health services and social assistance but has sloughed off post-secondary education with a vague assurance that he will invite the provinces to work together to develop a set of shared principles.



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Some of us in post-secondary education have already had a taste of what we can look forward to as provincial governments in Alberta and Nova Scotia hijack money transferred under the existing EPF arrangement in the name of provincial deficit reduction. The Ontario government's suspended funding review indicates it is considering resolving the funding short-fall by creating an inequitable two-tiered system, downgrading some of its universities into glorified teaching mills, while reserving research functions to a select few.

What will happen to the national standards of accessibility? The tendency for one province to off-load onto another provinces is already visible in post-secondary education not just in welfare cases. In Manitoba, the Duff Roblin Report has questioned whether local taxpayers should support engineering education when a significant number of its graduates work in other provinces. The University of Alberta did not, in the event, have to close its School of Dentistry, but the existence of an alternative in nearby Saskatchewan made it easier to contemplate doing so. In Prince Edward Island the cabinet has discussed whether or not to close the province's only university. Students may try to go elsewhere, but many will not have the financial ability to do so.

Inter-provincial mobility will become even more difficult. Some voices are already urging that significant differential fees should be imposed on out-of-province Canadian students. If provincial finance ministers feel obliged to demonstrate a clear return on investment for every taxpayer's dollar, we may well see a balkanization of provincial accreditation schemes, impeding the national interchange of students and academic staff.

Since the Second World war, Liberal governments have ensured that the federal government would be a key player in financing post-secondary education, student aid and university research. Past leaders regarded it not as an expenditure but as an investment in the future of Canada. It was a way of ensuring that all Canadians, not just those in wealthy provinces or with comfortable personal incomes, would have access to quality higher education.

Rather than try to work out how such aims might still be pursued in the present fiscal climate, the power-brokers in the current Liberal government have ducked the issue, while trying to convince the electorate that they are practicing a more flexible federalism. Not many will buy the proposition that the federal government can abandon its responsibilities to ensure equal opportunities for all Canadians, merely because its conservative advisers have told it that it can no longer afford to be responsible. As Coyne said in the *Globe*, "flexible federalism is all very well, but federalist federalism is what we should be aiming for." ■

Le fédéral renonce à ses responsabilités

Ainsi que l'a fait remarquer Andrew Coyne dans le *Globe and Mail* quelques jours avant le dépôt du budget, la mode actuelle consistant à déléguer aux provinces des pouvoirs du fédéral est l'une de ces passions collectives, à l'instar de l'exonération de l'impôt sur les gains en capital, à laquelle les Conservateurs succombent périodiquement, oublieux des contradictions internes.

Cette même ferveur étrange semble avoir envahi l'aile conservatrice «dominante» du patti Libéral fédéral. La décision de Paul Martin de mettre en oeuvre un programme global de transferts aux provinces, un programme de transferts réduits, non différenciés et inconditionnels pour les programmes sociaux et baptisé le Transfert social canadien dans le budget, va à l'encontre de ce que la majorité des Libéraux fédéraux prétend encore représenter. Cette décision affaiblira en outre le fédéralisme au lieu de l'assouplir.

Quel genre de fédéralisme pouvons-nous espérer quand le gouvernement fédéral semble vouloir se dégager de toute responsabilité quant au maintien, voire à l'exigence de normes nationales dans des secteurs cruciaux de la politique sociale? Le budget de Paul Martin donne le signal que le gouvernement fédéral n'a aucune intention de maintenir des normes uniformes en matière d'enseignement postsecondaire au Canada.

D'après le budget, «les provinces seront désormais libres de concevoir des programmes sociaux innovateurs». Les collèges et les universités canadiennes n'ont aucune assurance du gouvernement fédéral que cela se réalisera. En téalité, non seulement le gouvernement fédéral leur a-t-il enlevé les moyens de le faire, mais il leur a en plus donné le signal qu'il se préoccupait peu de l'enseignement postsecondaire. M. Martin a promis que les conditions s'appliquant à la santé et à l'aide sociale continueraient de s'appliquer. Cependant, il a laissé de côté l'enseignement postsecondaire avec la vague assurance qu'il inviterait les provinces à collaborer pour élaborer un ensemble de principes et d'objectifs communs.

Certains de nos collègues du secteur postsecondaire ont déjà eu une idée de ce que nous réservent les gouvernements provinciaux. Déjà, les gouvernements de l'Alberta et de la Nouvelle-Écosse ont détourné des sommes versées en vertu du FPE dans le but de réduire leur déficit. L'examen du financement, que le gouvernement de l'Ontario a suspendu, révèle que le gouvernement envisage de combler le manque à gagner en créant un système inéquitable à deux paliers. Il abaisserait ainsi le calibre de certaines universités en faisant de glorieuses usines à enseigner tout en réservant à une poignée d'entre elles les fonctions de recherches.

Qu'adviendra-t-il des normes nationales d'accessibilité? En matière d'enseignement postsecondaire et non pas seulement de bien-être social, les gouvernements provinciaux tendent visiblement à refiler à leurs homologues des responsabilités. Au Manitoba, par exemple, la commission Duff-Roblin, dans son rapport, s'est demandée s'il fallait que les contribuables locaux subventionnent la formation en génie alors qu'un nombre important de diplômés travaillent à l'extérieur de la province. L'Université de l'Alberta n'a pas eu à fermer son école de sciences dentaires mais la proximité de la Saskatchewan et de la possibilité d'y envoyer les étudiants ont certainement tenté l'administration de le faire. À l'Île-du-Prince-Édouard, le cabinet a discuté de l'idée de fermer ou non l'unique université de la province. Les étudiants peuvent essayer d'aller étudier ailleurs mais nombre d'entre eux n'en seront pas capables financièrement.

La mobilité entre les provinces deviendra encore plus difficile. Certaines personnes revendiquent déjà l'imposition de droits différentiels aux étudiants canadiens d'autres provinces. Si les ministres des finances provinciaux se sentent obligés de prouver le rendement de chaque dollar versé par les contribuables, il est probable que nous assistions à la balkanisation des programmes d'agrément provinciaux, ce qui aura pour résultat d'empêcher l'échange d'étudiants et d'universitaires à l'échelle nationale.

Depuis la Deuxième Guerre mondiale, les gouvernements libéraux ont fait en sorte que le gouvernement fédéral joue un rôle de premier plan dans le financement de l'enseignement postsecondaire, l'aide aux étudiants et la recherche universitaire. Les chefs précédents considéraient cet apport non pas comme une dépense mais comme un investissement dans l'avenir du Canada. On assurait ainsi à tous les Canadiens, non pas seulement ceux des provinces riches ou ceux ayant un revenu très suffisant, un accès à une formation postsecondaire de qualité.

Les éminences grises du gouvernement actuel, au lieu de s'employer à trouver des moyens de poursuivre ces objectifs en tenant compte de la situation fiscale présente, ont esquivé la question tout en essayant de convaincre l'électorat qu'ils pratiquaient un fédéralisme plus souple. Peu de personnes vont croire que le gouvernement fédéral peut abandonner ses responsabilités pour assurer à tous les Canadiens l'égalité d'accès simplement parce que ses conseillers conservateurs ont déclaré qu'il ne pouvait plus se permettre d'être responsable. Pour reprendre les mots de Coyne, dans le *Globe and Mail*, un fédéralisme souple, c'est très bien, mais c'est un fédéralisme fédéraliste que nous devons viser. ■